

MAY 1955

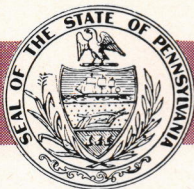
THE INTERNATIONAL **Teamster**



DAVE BECK

SEWELL AVERY

Montgomery Ward Signs



TEAMSTERS Salute

PENNSYLVANIA

Penn's Woods, better known as Pennsylvania, is the state which we salute this month.

Second of the original 13 colonies, the Keystone State is not large, area-wise, ranking only 32nd. It is a giant in population, though, standing third after New York and California. Roughly divided by the spine of the Appalachian mountains, the Quaker State is one of the truly great manufacturing and mining states in the country.

Pittsburgh, at the confluence of the Allegheny and Monongahela rivers, which mighty streams form the Ohio River, is the center of the greatest metal producing region in the United States. Its humming mills alone produce nearly one-third of the total U. S. steel output each year.

Coal, bituminous and anthracite, vies with steel for prominence in Pennsylvania's thriving economy. In 1953 over 130 million tons of the black energy-source was dug and blasted from the state's hundreds of mines.

Turnpikes, superhighways, tollroads and thruways, of which we hear and see so much these days, had their American birth in Pennsylvania. It was in 1940, a year before the Japanese attack upon America at Pearl Harbor, that the Pennsylvania Turnpike, a giant superhighway even by today's standards, was opened to traffic. Numerous extensions have been made to the turnpike, so today it is 327 miles long and stretches from Philadelphia clear across the state to the Ohio line. Total cost of the super-road stands at \$211 million.

It was on this stretch of smooth, sweeping road that U. S. Teamsters got their first real taste of modern, unhampered, high-speed, congestion and intersection-free driving. And over it in a never-ending stream flows a vast fleet of trucks carrying the gigantic production of Pennsylvania's mines, factories, farms and mills.

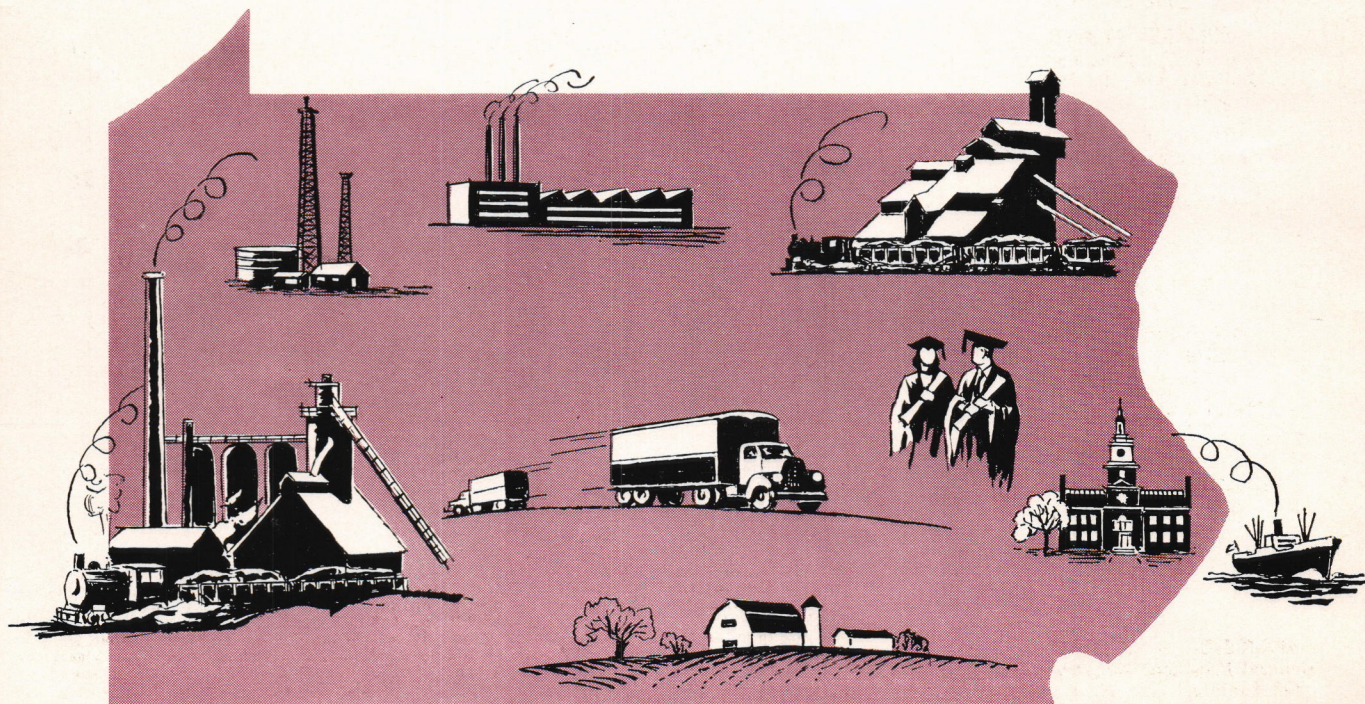
With 101 institutions of higher learning, including such schools as the University of Pennsylvania, the University of Pittsburgh, Carnegie Tech., Bryn Mawr, Swarthmore, Lehigh, Temple, Bucknell and Penn State, the state is also rich in all manner of historic background.

Gettysburg is the state's most famous battlefield, upon which was fought the decisive engagement of the War Between the States.

Valley Forge, where Washington and the troops of the Revolution encamped amid suffering and privation, during the winter of 1777-8, lies north of Philadelphia.

Carpenter's Hall, Philadelphia, witnessed the adoption of the Articles of Confederation in the 1700's. The City of Brotherly Love also saw the Declaration of Independence signed within its boundaries. Today Americans from every state throng to Philly, as native sons and daughters call their birth place, to browse through Independence Hall, where the Constitution was drafted and to stand before the Liberty Bell.

A burgeoning industrial area lying within the state is the immensely rich Delaware Valley. With Philadelphia as its major port, an estimated six billion dollars have been invested in the valley since World War II.



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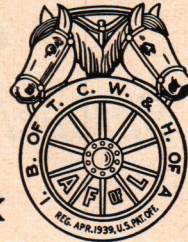
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THE INTERNATIONAL Teamster



DAVE BECK

Editor

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Trade Union Creed

by

Samuel Gompers



FORTY-FOUR YEARS AGO in the city of Pittsburgh a group of labor men met to bring to fruition an effort extending over a period of years—to organize a national labor movement. We were a group of labor men with little experience in a national labor movement. We had to find our problems and devise ways of meeting them. There was little to guide us. . . . Industrialism growing out of constantly increasing invention of machinery . . . was making the need of economic protection for the workers increasingly imperative.

. . . in 1886 a national labor conference was called . . . it was designated a trade union conference. The deliberations of that conference resulted in the formation of our present American Federation of Labor . . . This new federation recognized only the trade union card as a credential and proposed to deal primarily with economic problems. It was an organization that had no power and no authority except of a voluntary character. It was a voluntary coming together of unions with common needs and common aims. That feeling of mutuality has been a stronger bond of union than could be welded by any autocratic authority. Guided by voluntary principles our Federation has grown from a weakling into the strongest, best organized labor movement of all the world.

But the very success of our organization has brought additional and serious dangers. Office in the labor movement now offers opportunity . . . for the self seeker who sees an instrumentality for personal advancement in the economic and in the political field. . . .

Men and women of our American trade union movement . . . I want to urge devotion to the fundamentals of human liberty—the principles of voluntarism. No lasting gain has ever come from compulsion. If we seek to force, we but tear apart that which, united, is invincible. There is no way whereby our labor movement may be assured sustained progress in determining its policies and plans other than sincere democratic deliberation until a unanimous decision is reached. This may seem a cumbrous, slow method to the impatient, but the impatient are more concerned for immediate triumph than for the education of constructive development.

Understanding, patience, high-minded service, the compelling power of voluntarism have in America made what was but a rope of sand, a united, purposeful, integrated organization, potent for human welfare, material and spiritual.

As I review the events of my sixty years of contact with the labor movement and as I survey the problems of today and study the opportunities of the future, I want to say to you, men and women of the American labor movement, do not reject the cornerstone upon which labor's structure has been builded—but base your all upon voluntary principles . . . We have tried and proved these principles in economic, political, social and international relations. They have been tried and not found wanting. Where we have tried other ways, we have failed . . . As we move upward to higher levels, a wider vision of service . . . will unfold itself. Let us keep the faith. There is no other way.

(Speech delivered at an A. F. of L. conference, El Paso, 1925)

Letter

from General President **DAVE BECK**

WE HAVE just completed our National Trade Division Conferences in Chicago.

During the three days of conferences I have visited every one of the 15 divisions and talked with the delegates at least once in their division meetings.

One thing was plain to me after my visits—every division in the International Brotherhood of Teamsters is continually faced with new problems caused by the rapid changes in the pattern of life in America.

It was obvious, after visiting these meetings, that our union has men with brains and ability to keep pace with these changes. Just as we made the changeover from horse and wagon days, and grew bigger in the process, so we shall change to new methods in the future, because the Teamsters' Union believes in keeping pace with progress.

A few years ago, who would have thought our bakery division would be faced with the problem of frozen pies and cakes; that the so-called "laundrette" on the corner would cut into laundry deliveries; that vending machines would be selling everything from apples to box lunches?

The delegates' concern with these changing problems was evident from the very moment the conference opened. Al Weiss, our economist, spoke on automation—and the delegates gave him every bit of their attention despite the complexities of his subject.

Here's a brand-new word for the Teamsters' vocabulary, one that I don't believe I heard mentioned at all at last year's conferences.

Now we have machines to control machines that are replacing men in industry all over the nation. This will not be a problem to the members of our union who are drivers because human control is necessary, but it is an ever-growing problem in the warehousing, food processing, brewery and soft drink, dairy, and other divisions.

Automation has come upon us so quickly that no one is as yet able to see clearly what the ultimate answer is. We are studying it and shall keep you informed from time to time on our findings.

The National Cannery Division reported on the excellent results obtained by the Teamster-Butcher Joint Organizing Committee and the National Warehouse Division reported on the Montgomery Ward & Co. pact which was signed here in this city of Chicago just a week before our meetings opened.

This contract is a historical marker along the road of Teamster progress because it is our first national contract. It shall form the basis for future expansion of our union. We shall develop more and more coast-to-coast agreements.

When the Teamsters' Union was founded, most contracts were city-wide because you couldn't travel very far or very fast in a horse and wagon.

When America grew into an industrial giant with roads linking every corner, Teamsters began to work in larger and larger geographical spheres.

Drivers in New York City and other large centers found their wages undercut by drivers in suburban towns and cities. The truck driver from the South, at a lower rate of pay, invaded the North.

You have seen in recent months the manner in which your union handled these problems.

First, New York City contracts were expanded to include New Jersey points; Philadelphia contracts are now in force 60 miles away in Atlantic City, and all of the 13 Central States are operating under one contract.

Cut-throat competition has been eliminated in wide areas; these areas shall grow even wider. There will be a contract covering all six New England states, and other homogeneous geographical areas will be grouped until the day will come when we will find the individual groups grow and merge into a structure national in scope.

I reported to the delegates that the International Brotherhood of Teamsters now has 1,400,000 members and renewed my pledge to strive for 2,000,000 members by our next convention.

Despite the fact we have been paying for our new building in Washington as we go along, so that it will be free of debt when we move in this year, our International treasury has shown an increase.

Our staff has done a good job of organizing, and we will step up the pace as soon as we are settled in our new headquarters where we will have room for a larger staff and better facilities with which we can work.

Our increase in capital represents progress, of course, but the really important thing in this or any other union is not money, but wages, hours and good working conditions.

These are the objectives of a national union in its true sense—and they are being achieved by your union. In addition, we are welding a closer-knit organization as members from all sections of the country get to know the members, and the problems, of other areas.

They recognize all sections have the same problems and that the best way to solve them is to solve them together.

Much of the credit for this new trend among Teamsters is due, I believe, to the success of the four regional conferences with their trade divisions.

When I headed the Western Conference we tried out the principle of trade divisions and it worked real wonders.

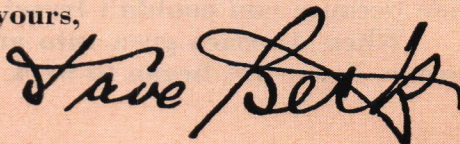
I am certain, after seeing the progress made in a few short years by our 15 National Trade Divisions that every year when we convene we shall be able to report further success in building a bigger union better serving our members.

Every unorganized worker needs the union to help him achieve security, wages and other benefits.

Every unorganized worker remains a potential threat to your security and your conditions of employment.

Our objective shall continue to be a militant organizing campaign; coordinated from our national office, supported in the field by our four regional conferences.

Fraternally yours,



Railroads Chided for Blaming Ills On Regulations; 'Fly-by-Night' Operators Cited as Serious Menace

ICC COMMISSIONER HITS HARD AT 'GYPSY'

GYPSY truckers, the owner-drivers who operate on a fly-by-night basis, are threatening to ruin the entire transportation industry of the United States according to Anthony F. Arpaia, Interstate Commerce Commissioner.

Speaking recently in Washington, D. C., Mr. Arpaia blamed "the innocent little seed of exempted transportation service," for most of the problems of railroads and truckers today.

He also chided railroads for using "gimmicks and advertising techniques implying that regulation is responsible for all their ills.

"These do not put the spotlight on anything specific," Arpaia said. "In fact, they serve no practical purpose, except to reflect the frustrations of regulated carriers. They do, however, generate a lot of suspicion and opposition from the public, who suspect that the hidden purpose of the railroads is to kill off shippers' basic protections and not to improve particular sections of the law."

He said that regulation by the Interstate Commerce Commission protects legitimate carriers from "base-ment store" practices and that abolition of ICC regulations would create problems by introducing unethical and ruthless competition.

Arpaia contended that ICC regulation benefits not only the public, but the trucking concerns and railroads because it provides "a protective armor shielding them from the damage of uncontrolled and, at

times, vicious competition among themselves."



Mr. Arpaia

Brushing aside "the controversies between railroads, motor, and water carriers," the Commissioner declared that the "real struggle is shaping up as a conflict, not so much between regulated forms of transportation, but between all of them, on the one hand, and unregulated carriers and exempt operations, on the other."

As an example of "some rather bold and extraordinary innovations" taking place among gypsy truckers, Arpaia cited a newspaper advertisement for men with tractors to pull company-owned trailers between Baltimore and Washington and do

local delivery service on a hundred-weight basis.

He also said some gypsies now demand ICC protection although they are not covered by its regulations. As an example, he told of a wholesale distributor carrying gasoline to his own storage tanks in private trucks who protested when the ICC lowered regular rates because such rates would "cut down his advantage over his competitors."

Arpaia quoted another example of a truck broker who protested at reduced shipping rates of dried fruits from the Pacific Coast to the East because the gypsy truckers who worked for him would have to reduce their rates in order to undercut regular carriers.

The Commissioner answered critics who say such rate-cutting is in the spirit of private enterprise by declaring that the public interest is also concerned.

"Transport operations exempt from regulation are unquestionably profitable for the individuals who use them, but they do not serve the welfare of the country."

He said the public welfare was concerned because "the most important instrument of defense is the efficient mass transportation of goods and people."

Summing up, Arpaia laid the responsibility for better transportation on the general public. He said the ICC could only administer laws after they are passed by Congress—that it's up to the people to alert their Congressmen to the need for legislation to control gypsies and other unregulated truckers.

Wheeler Pleads Teamster View

On April 7, lawyers from the International Brotherhood of Teamsters appeared before the Interstate Commerce Commission to argue against an ICC examiner's suggestion that enforcement of the 30-day rule be postponed two years.



Mr. Wheeler

Former Senator Burton K. Wheeler, who headed IBT attorneys, fervently pleaded with the Commissioners to put the 30-day rule (MC-43) into effect at once.

Senator Wheeler told the Commission, "It is your duty to promote the public welfare and not to concern yourself with any special interest group—farm segments of the motor industry, the Department of Agriculture or the International Brotherhood of Teamsters."



Spokesmen for Montgomery Ward warehouse locals meet in Chicago during the organizing campaign.

A New Era Begins at Ward's

President Beck and Ward's Avery Sign Pact Bringing 15,000 into Teamsters' Union, Climaxing 18-Month Campaign

WHEN General President Dave Beck stepped briskly into the executive suite of the giant Montgomery Ward & Co. plant in Chicago last month, he opened the door on one era in labor-management relations and closed the door on another.

He opened one era by signing the Teamsters' first coast-to-coast contract, and the era he closed was typified in the figure of the tall, spare man who strode smilingly forward to greet him.

This tall man was 81-year-old

Sewell Avery, board chairman of Ward's, whose long history of opposition to unionism has become an American legend.

Yet, faced with a strike threat from the nation's largest union, Avery was in a few moments to jovially sign a contract bringing 15,000 Ward employees into the Teamsters' Union.

The contract was not come by in an easy fashion. It was the culmination of an 18-month organizing drive during which the Teamsters won National Labor Relations Board elections in nine mail order houses, five retail stores, and two warehouses.

Background of the Signing of the Agreement with Ward's

The drive to organize Montgomery Ward & Co. began in early 1953 when the National Warehouse Division was established as part of

the General President's office in Washington, D. C.

The Division staff, as one of its first tasks, made a survey of this company, including the mail order houses and retail stores. At that time, three locals in the West had nominal bargaining arrangements in the mail order houses in Portland, Oakland and Denver.

The warehouse in Detroit was organized. However, with one exception there had been little effort put forth by other Teamster locals in organizing Ward's.

However, Local 743 in Chicago,

Avery said:

Our being together in this way is a friendly recognition of a spirit we are confident will continue for many years to come.

Beck said:

The signing of this agreement is but the first step in what we hope will be a long and lasting relationship.

which already had organized smaller mail order competitors of Ward's, undertook in the summer of 1953 to sign up Ward's employees in that city.

In the late summer of 1953, Harold Gibbons, acting director of the National Warehouse Division, began preparation of proposals for a Montgomery Ward drive, worked out on the basis of the division's survey, and drawing on the experience many of them had gained in trying to organize Wards in previous years.

Copies of Harold Gibbons' recommendations to General President Beck were distributed by mail to the National Warehouse Division's Policy Committee on December 22, 1953.

Even before any action was taken on these proposals, an NLRB election had been won at the big Chicago mail order house, and local unions in Baltimore and in Kansas City were preparing to sign up employees in anticipation of NLRB elections.

The local unions with jurisdiction over the Ward mail order houses introduced a resolution urging a nationwide drive on Ward's at the meeting of the National Warehouse Division a year ago, and this was adopted unanimously.

Elections for the mail order house and retail store in Baltimore, Md., were won in September, 1954. In Kansas City, where the election was delayed for a long time because of a dispute over the appropriate unit, an election for the mail order house was held and won in October, 1954. In each city, the National Ware-

Memorandum of Agreement

The memorandum of agreement signed March 31, 1955, by Sewell Avery, president of the board of Montgomery Ward & Co., and General President Beck of the Teamsters, is intended to outline the terms on which the company agrees to reach local-by-local settlements with the Teamsters' locals covering the Ward establishments where we have bargaining rights.

The terms represent a reversal in policy on the part of this company in every respect. Each of these questions, the company has insisted in the past, is a matter for company decision. Now they agree that these matters are legitimate subjects for negotiation with the Teamsters, and—most significantly in terms of future relationships—these questions are subject to arbitration by a third party.

The national memorandum stipulates that local agreements will include the following:

1. Maintenance of membership.
2. Normal grievance procedure.
3. An arbitration clause.
4. The company agrees to the principles of seniority—length of service shall govern where ability and performance are substantially equal—and seniority questions are subject to grievance procedure and arbitration.
5. The right of local unions to negotiate wages, classification, merit ratings, and other purely local issues.

house Division gave the maximum assistance.

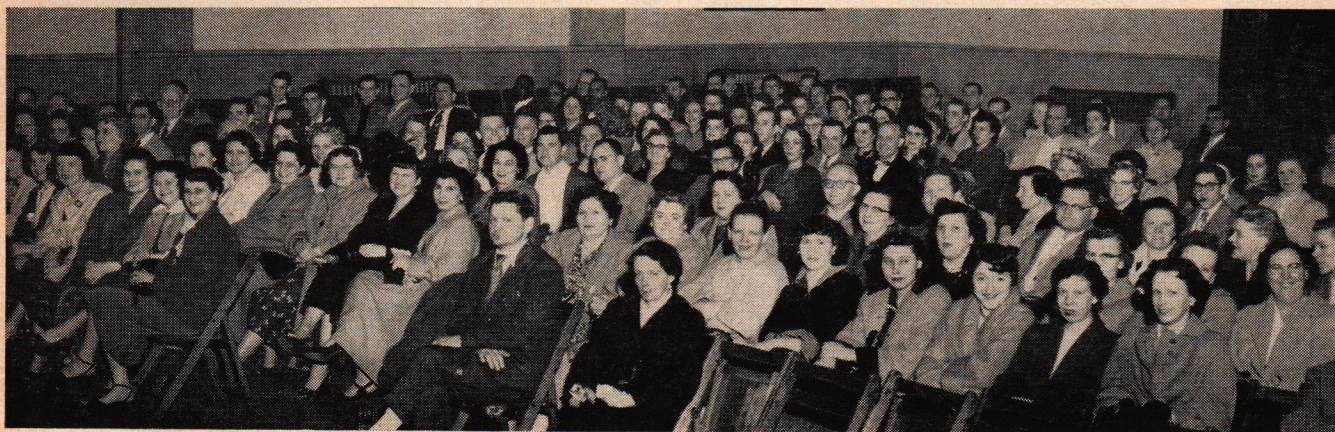
To extend and coordinate the drive, General President Beck appointed Vice President James R. Hoffa as coordinator. Hoffa immediately named Donald Peters of Local 743 in Chicago to serve as chairman of the council of locals with jurisdiction over the mail order houses.

Members of the Council are: Jack Estabrook, Local 206, Portland, Oreg.; Charles F. Lindsay, Local 452, Denver, Colo.; William Nicholas, Local 853, Oakland, Calif.; Charles DiGuardo, Local 570, Balti-

more, Md.; John Emmert, Local 243, Detroit, Mich.; William Ethridge, Local 838, Kansas City, Mo.; Gordon Conklin, Local 120, St. Paul, Minn.; Charles Bubb, Local 294, Albany, N. Y.; Dennis Crotty, Local 852, New York City, N. Y.; "Scotty" Dean and Glenn Bailey, Local 47, Fort Worth, Tex.; and Samuel Baron, Field Director, National Warehouse Division.

Since last October, elections have been won, despite vigorous opposition by the company, in St. Paul, Minn., Albany, N. Y., and Fort Worth, Tex. In addition, the only

(Continued on page 32)



Membership of Local 570, Baltimore, meets to approve contract for Teamsters employed at Ward's.



General President Dave Beck makes organizing appeal at opening conference session.

A GREATLY stepped up effort toward organization "across the board" in all Teamster jurisdictions was mapped in Chicago last month at the annual sessions of the National Trade Divisions in a three-day meeting.

An expanded organization effort is the Teamsters' answer to the threats wrought by automation, anti-labor legislation and the changing patterns of production and distribution.

The 1955 meetings were held

April 13-15 in the Palmer House, Chicago, with more than 600 delegates from all parts of the United States and Canada attending.

Underlying the discussions in the general sessions and in the meetings of the 15 trade divisions were:

—the increasing threat of automation on labor in general and the Teamster jurisdiction in particular;

—the impact of the AFL-CIO merger;

—the problem of unfavorable Federal and state legislation and the

unfavorable decisions of the courts and boards regulating labor conduct;

—the necessity for an intensified organization drive in all classifications of work.

The 1955 meetings were characterized by an undertone of apprehension and a realization that many changes are taking place in the nation's economy which can have profound effects on the welfare of trade unions and the International Brotherhood of Teamsters.



Vice President Frank W. Brewster, Seattle, Wash., (extreme left) talks with Western delegates during a recess at Chicago.



Vice President John T. O'Brien, Chicago, Ill., (second from left) in serious discussion during conference session.

1955

NATIONAL TRADE DIVISION CONFERENCE

*Teamsters answer challenges;
Redouble organizing efforts!*

During the three-day sessions at Chicago the delegates:

1. Heard General President Dave Beck sound a clarion call to all area conferences, joint councils and local unions to "organize, organize, organize" in an effort unmatched in previous Teamster history.

2. Heard General Secretary-Treasurer John F. English give a report on finances of the International indicating that conditions are "sound and healthy."

3. Heard a detailed report from Economist Al Weiss on the impli-

cations of automation in the months and years ahead.

4. Heard General Counsel J. Albert Woll report on the principles and structure of the proposed merger of the American Federation of Labor and the Congress of Industrial Organizations.

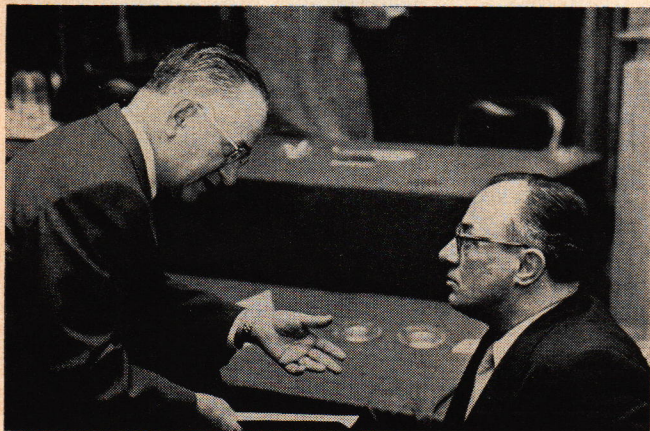
5. Heard John M. Redding, consultant to the Advisory Committee to the Trucking Industry, spell out the dangers of possible national disaster and the place of trucking in the civilian defense program.

6. Heard detailed reports from

each of the 15 trade divisions telling of the progress during the past year and announcing plans for the coming year.

7. Set plans for the 1955 National Truck Safety Check for June 5-10.

The 1955 meetings were opened by Vice President Einar Mohn representing the general president. Mr. Mohn outlined what appeared to be the chief topics of concern to the 1955 conference. These included a discussion of "gypsyng" and the possible further postponement of



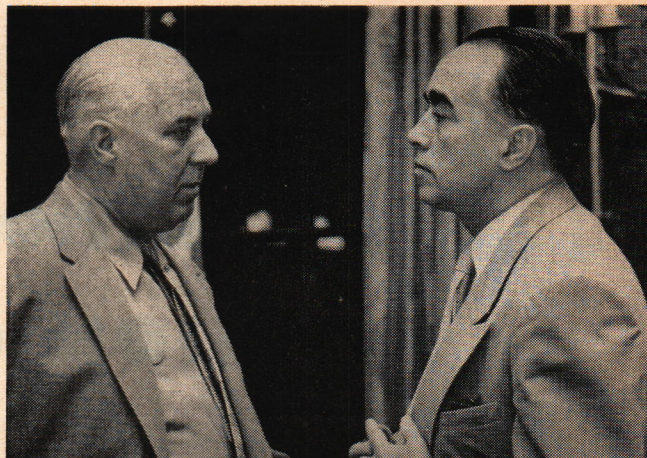
Vice President Harry Tevis, Pittsburgh, Pa., (seated) discussing the agenda with John Backhus, Local Union 463, Philadelphia, Pa.



Vice President John Conlin, Yonkers, N. Y., (right) talks with New Jersey Delegates William Sullivan and Lawrence McGinley.



Vice President Einar Mohn presided at the opening and closing general sessions of Chicago trade division conferences.



Vice President Sidney L. Brennan, Minneapolis, Minn., (left) gets some legal advice from General Counsel J. Albert Woll.

the promulgation of rules governing truck leasing; the AFL-CIO merger agreement; Federal and state legislation; new efforts in organizing warehousing with emphasis on the Montgomery Ward situation; the problems created by mechanization and automation and the necessity for stepped up organization through a more closely-knit area conference organization.

Vice President Mohn announced that David Kaplan, economist for the International, had been granted a two-year leave of absence to work on a program involving special studies in the economics of distribution. He introduced Al Weiss, now

chief economist for the International Brotherhood of Teamsters, who gave a detailed address on the problems created by automation and indicated courses of action which should be followed by trade unions. Automation was called by Weiss a "second industrial revolution" which will have "staggering implications" for the labor force. He cited numerous illustrations to show how automatic methods of new machinery are displacing human effort.

On the "bright side" as he termed the implications of automation there is the promise of economic abundance for all, but he raised the point that this abundance is worthless if we have no capacity or purchasing power with which to buy the goods and services or to enjoy the fruits of these great technological advances. The importance of the workers' capacity to take advantage of these advances in production was emphasized and re-emphasized by the speaker.

The Teamster economist called unionism the answer to automation and said two major objectives must be adhered to: we must achieve the maximum protection to the workers and purchasing power must be equitably distributed. A series of steps was cited by Weiss as necessary to meet the threats posed by automation:

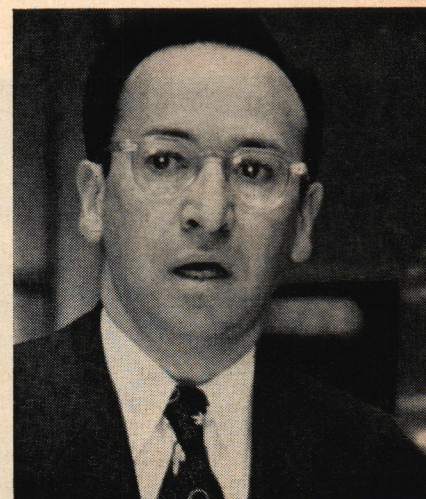
- continuing studies must be made on the impending changes in the economy;
- higher wage classifications must be established;

- production bonuses must be given;
- revision of seniority programs must be made;
- a guaranteed annual wage is definitely in the picture;
- programs of training and retraining of workers to fit the automatic age must be established and pursued.

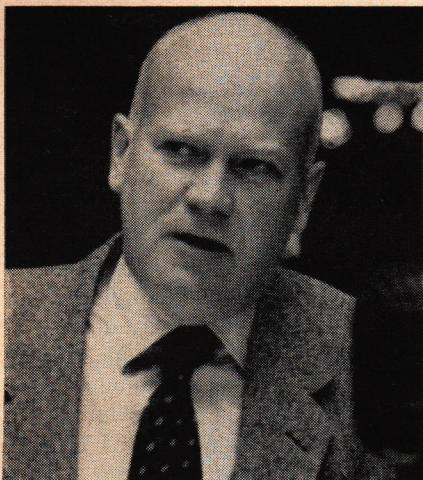
Mr. Weiss emphasized that a shorter workweek is inevitable and said that in fact a shorter workweek in industry is long overdue. He said that collective bargaining through labor unions will be called upon to meet the challenges posed by increased production wrought by automation. He called for a program "of planned transition with shock absorbers to soften the bumps." He said that higher pay and shorter hours are some of the social costs



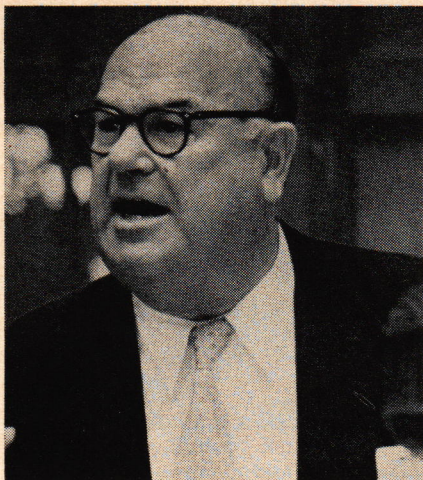
Vice President Joseph J. Diviny, San Francisco, Calif., (left) and John Sweeney, secretary-treasurer of the Western Conference of Teamsters enter meeting.



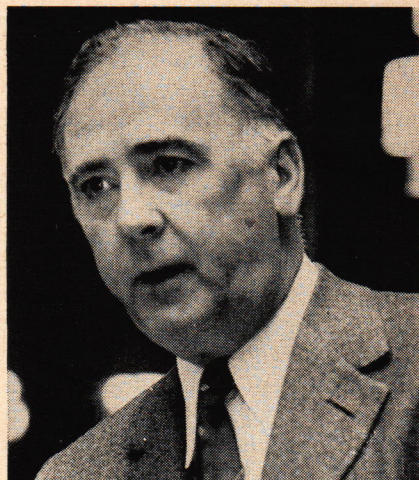
Teamster Economist Al Weiss discussed the impact of automation at the opening general session of Chicago conference.



John M. Redding, executive secretary of the Advisory Committee to the Trucking Industry, spoke on trucking in defense.



John Stevenson, Western Conference of Teamsters' attorney, outlined the background of restrictive labor legislation.



Vice President William A. Lee, Chicago, Ill., reporting at the final general session of the 1955 trade division conference.

which the nation must pay for the benefits of automation.

During the three-day meetings in Chicago, Mr. Weiss attended a number of trade division meetings and heard at first-hand experiences from Teamsters in the field as they related specific examples of automation in their respective industries.

The address of Mr. Weiss was the first major exposition of the conference and set the stage for serious consideration of many problems confronting the Teamsters in all parts of the country.

General President Beck in his address referred in some detail to the problem of automation and pointed out that the Teamsters and organized labor cannot stop the onward progress of technological change, but he did say that the Teamsters would have to in the future, as they have in the past, develop leadership and techniques to cope with the everchanging pattern of production and distribution. A detailed report of Mr. Beck's address appears on page 20.

General Secretary-Treasurer John F. English reaffirmed the confidence which the general office has in Teamster resources and ingenuity and said that in more than a half century the organization has passed through many problems and trials. He felt that Teamsters could meet the threats of automation in the future as they have overcome other obstacles in the past. A detailed report of Secretary English's address appears on page 21.

Reports from the legislative front were made by J. Albert Woll, general counsel, and John Stevenson, Teamster attorney from the Western Conference of Teamsters. Mr. Woll addressed the closing general session and Mr. Stevenson addressed a major trade division meeting attended by most of the delegates to the annual conference.

General Counsel Woll updated the conference on major court and National Labor Relations Board cases bearing on Teamster problems which have been decided within the last year. Following his discussion of these cases he gave a detailed description of the AFL-CIO merger procedure. He made it quite clear that he was not expressing policy on what should or should not be done or what would be best, but he was merely spelling out the procedure as outlined in the agreement

signed in Miami, Fla., a few months ago between principals of the Federation and the CIO.

Attorney Stevenson devoted his remarks to background of present antilabor legislation and pointed out that the pattern of labor legislative oppression has been developing since 1890. He said that a well organized effort has been in the making since that time to form employers into effective groups to combat the growing strength of labor. The big object of the antilabor forces, he said, is to segregate labor into weak groups—to divide and conquer—so that the resistance to employer demands and programs will be at a low and weak point.

Stevenson reminded his listeners that devices today are by no means new and he recalled the days of the "yellow dog" contract, the black list, conspiracy cases and court in-



Eastern Conference group conferring. Left to right—Thomas E. Flynn, conference chairman; International Vice Presidents Thomas L. Hickey, New York City, and Harry Tevis, Pittsburgh, Pa., and Conference Secretary-Treasurer Joseph Trerotola, New York City.

junctions. He said that the so-called "right-to-work" laws were part of the same pattern to weaken the growing strength of labor. He said that Taft-Hartley and right-to-work laws seek to tear down the living standards of labor and he recalled that after World War II labor was so well organized that the employers were not able to use the economic law of supply and demand to tear down labor and roll back advances. He said that labor unionization would have to be kept strong to keep living standards rising, to keep wages, hours and conditions up and to resist the threats of automation. He said that all society benefits by labor advances and all society loses when labor is set back. He appealed to his audience to face the hard realities of the future and weld a strong labor movement to meet the challenge of the employers, the



David Previant, Central Conference of Teamsters' attorney, reported on legal and legislative developments in the Mid-West.

antilabor group and the implications of automation.

Teamsters driving trucks and manning over-the-road vehicles were hailed as vital cogs in the machinery of civil defense by John M. Redding,

executive secretary to the Advisory Committee to the Trucking Industry. Redding who was a general officer in World War II related some of his own experiences in order to point up the problems posed by civilian defense. He said that the new policy of civilian protection is that of evacuation. He said the problem of traffic movement from great population centers would undoubtedly be "staggering." He said that in a great national emergency created by enemy attack there would undoubtedly be examples of civilian cowardice in some cases and "splendid heroism" in others. He called for "proper preparedness" both physically and psychologically to meet any threat posed by an atomic attack. He said the truck drivers are in a peculiarly strategic position to render great service in time of disaster.

ORGANIZATION, LEGISLATION AND AUTOMATION HOLD ATTENTION OF TRADE DIVISION MEETINGS

PROBLEMS overcome in the year gone by point to other obstacles ahead on all fronts, Trade Divisions reported at the final general session of the 1955 National Trade Division Conference in Chicago last month. The three-day meetings ended April 15 with the filing of 15 reports, one from each trade group attending the yearly conference.

Organization, legislation and automation seemed to occupy the general attention of all divisions, with some affected more seriously than others by changing patterns of production and distribution.

Organization is progressing in many sectors of the jurisdiction allocated to the National Automotive, Petroleum and Allied Trades Division with marked success in certain classifications, the division reported. Joint activity of the Machinists and Teamsters under the joint agreement of the two unions is proving productive. As an illustration of the division's organizing success, the report showed that a Washington, D. C., petroleum driver contract now

provides for \$2.31 hourly as against wages formerly as low as \$1.15 per hour.

A highlight of the year was the organization of the for hire tank carriers in the Central States area. From wages as low as \$1.65 an hour to contracts with weekly guarantees for 80 to 90 per cent of employees and wages from \$106 to \$118.25 per week, six paid holidays, and health and welfare programs were reported for drivers in Missouri, Illinois, Wisconsin, Michigan and Ohio. Progress was likewise reported in organizing pipeline and refinery workers in Iowa, Minnesota and the Dakota areas.

The Automotive Division reported success in the petroleum and accessory warehousing with hopes of early consummated agreements in the South. The Western Conference representatives told the division that a contract covering parking garages would be reopened next year. Successes were announced in the automotive field in the youngest of the area organizations, the East-

ern Conference. Melroy Horn, St. Louis, Mo., reported for the division.

The Bakery Division report made by Vice President William Lee, chairman of the group, covered the problem of handling frozen baked goods. Mr. Lee pointed out that frozen goods are rising every year in volume and that an increased share of the baked goods sold are of the frozen variety. He said that, according to jurisdiction allocated by the General Executive Board, baked goods are to be handled by Bakery Drivers. The frozen pie situation is creating a problem within the International as to its handling. In some cases frozen baked goods are being handled by bakery drivers and in some areas by drivers in locals affiliated with the Miscellaneous Division.

In a divisional trade division meeting at which this matter was discussed, the solution reached by the Western Conference of Teamsters was cited. The conference policy committee and director ruled

that full loads of frozen baked goods are strictly the jurisdiction of bakery drivers while mixed loads in which frozen baked goods are part of other loads go to miscellaneous union drivers.

Mr. Lee indicated that the frozen baked goods situation is creating a problem which must be faced and solved by the International.

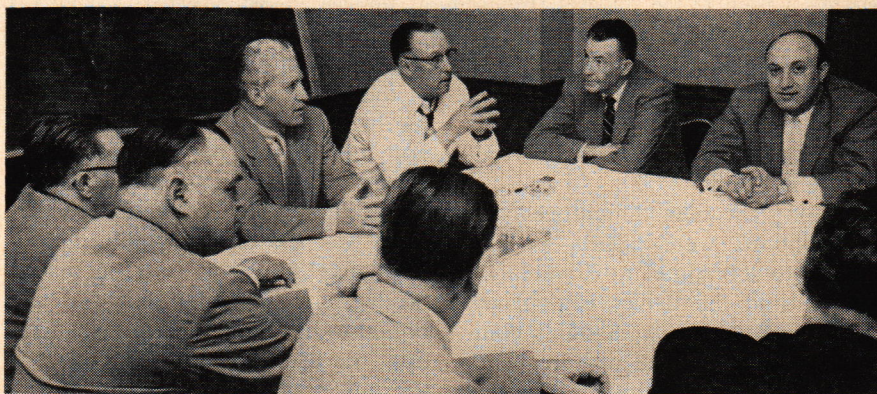
A summary of progress in the canning and processing field was given by Lewis C. Harkins, director of the National Cannery Division. He pointed out that in addition to organization, it is necessary to work for additional protections for workers in the food and processing field. He cited specific cases in which workers must not be classed as agricultural workers and thereby be denied the protections of Federal regulations.

Harkins, who serves as a member of the joint Teamster-Butcher Workers committee, said that organization is progressing along the lines of action laid down by General President Dave Beck and Secretary Patrick Gorman of the Butcher Workmen. Organization of several situations within the last year, particularly in the East, was cited by Harkins as signs of progress of the division on a national front. He said that the coming year while having many problems in the food field, was a promising period for organizing. He called on all local unions to cooperate in situations in which the division discovered non-union production going into the regular channels of distribution and said that from one area a packer is fanning out across the country unlabeled merchandise which is difficult to trace down for appropriate union attention.

In the dairy field many of the problems which have been plaguing workers in the past are still present with some new difficulties added, Eugene R. Hubbard, chairman of the International Dairy Conference, reported on behalf of milk wagon drivers and inside dairy workers. He said that store competition with underpricing is making things difficult for the retail driver and the employers are adding to problems by seeking to cut off Sunday and in some cases Wednesday delivery. He



General President Dave Beck addresses the general session of the Brewery & Soft Drink Workers Division. This was one of several speeches made by the general president.



Taxicab organization is showing encouraging progress, according to the reports made by local union representatives at the Taxicab and Chauffeurs Division meeting.



Harold J. Gibbons (extreme left) speaks to members of the National Warehouse Division Policy Committee in Chicago and outlined plans for the coming year.



Organizing progress was reported by the Automotive Division with new contracts concluded in the Mid-West. Delegates stressed importance of using shop sign.



Raymond Cohen, secretary of Local 107, Philadelphia, (left) emphasizes a point at the National Over-the-Road Division session.



Robt. L. Graham of the International Office (left) talks over agenda matters with E. T. Cheyfitz before the opening of the first session.

said the division wants to adhere to a seven-day delivery schedule on a five-day week and is warning locals not to permit the deletion of Wednesday delivery.

Among the new difficulties cited by Hubbard were efforts of employers to sell routes to drivers. By this method the driver is deprived of Social Security, workman's compensation, health and welfare benefits and other advantages enjoyed by an employee. The sale of routes to drivers should be resisted, the division recommended. Vending machines as a method of purveying milk is apparently on the increase and despite the shortcomings of some of the equipment, it appears to the division that vending is likely to play an increasingly larger role in distribution of milk from dairy to consumer.

Litigation in the dairy field was discussed and specific cases were cited in the trade division meeting. Hubbard also reported that at the division meeting President Beck discussed in detail the problems of mechanization in the industry. President Beck also said that the dairy workers should soon have their own national coordinating office in the International Headquarters.

The problems created by the proposed merger of the American Federation of Labor and the Congress of Industrial Organizations as it may affect the brewery industry was the matter of deep concern to the members of the National Conference of Brewery and Soft Drink Workers, Secretary-Treasurer Ray Schoessling reported for the divi-

sion. The discussion of the impact of the merger, said Schoessling, was the highlight of the policy and general meetings of the trade division.

Among the industry problems discussed, one which claimed high priority was the topic of automation. Changing methods and increased productivity in the industry are bound to have an effect on organization, the division reported. Decentralization of major shipping breweries was also discussed by the delegates as part of the over-all changes going on in the industry.

So-called "right-to-work" legislation was given some attention and local affiliates were urged to resist such measures in states not now covered by these statutes.

The division reported additional members affiliated with a progres-

sively improving series of contract provisions in terms of wages, conditions, holidays and health, welfare and pension programs.

The year 1954 was the eighth successive year of record-breaking construction, said Harold Thirion, director of the National Division of Building Material and Construction Drivers. He said that not only was 1954 a record-breaker, but that all indications now point to 1955 as being a period which will top 1954. The division made a series of recommendations that should be materially useful to all locals affiliated with the construction drivers, said Thirion. Stepped up efforts will be made to organize the building supplies employers. Steps will be taken along the road leading to a national contract in the pipeline industry and



General President Dave Beck seems pleased over his pen and pencil set gift from the Dairy Division. General Secretary-Treasurer John F. English has just received his set. Eugene R. Hubbard, division chairman, is at left.

the delegates asked that efforts be continued by the division along the lines of ironing out jurisdictional problems in the construction industry.

The division voted to recommend that cooperation and support be extended to the Building & Construction Trades Department of the American Federation of Labor in its sponsorship of amendments to the Taft-Hartley and Bacon-Davis laws. Teamsters are one of four unions participating in a four-union agreement in the heavy construction field and the delegates asked that this participation be continued. Other unions cooperating are the Carpenters, Operating Engineers and the Laborers.

Construction driver locals were urged to work closely with the national office and to get approval of changes in contracts in order that advances and conditions might be protected.

"Substantial progress" in both national negotiation and organization was reported by the National Warehouse Division by Harold J. Gibbons, acting director. Highlight of the year, with a climax described elsewhere in this issue of THE INTERNATIONAL TEAMSTER, was the signing of an agreement with Montgomery Ward & Co. For the first time in history the Teamsters have been able to win from the company an agreement on union security, arbitration of grievances, a good seniority clause and a one-year agreement with the usual contract terms. This development in organization against the background of decades of resistance constitutes an achievement which can scarcely be over estimated, it was pointed out. Cooperation in the agreement came from the general president, General Executive Board, area conference and down to and including local unions of the communities where the company has branches. The agreement was preceded by victories throughout the country by the Teamsters in certification elections in mail order and retail branches.

Company-wide committees of warehouse locals have made progress on other sectors, Gibbons reported, and he cited the American Store Co. and the Kroger Co. as



Public employees offer a great field for organizing work, agreed delegates at the meeting of the Federal, State, Municipal and Public Service Employees' Division.



Mike Steele, Portland, Oreg., addresses meeting of Bakery Drivers at the 1955 National Trade Division Conference. Delegates study problem of frozen baked goods.



Another record year of building was reported to delegates at the Building & Construction Drivers' Division, with outlook for 1955 even better for construction.



Changing methods of distribution were highlighted in discussions by the National Dairy Division delegates last month. Milk vending machines were a top issue.



Problems affecting newspaper and film drivers were major topics at the meeting of the Newspaper and Allied Drivers Division. Continued progress was noted by delegates.

illustrations. Company-wide agreements are the next goal in this field, it was said.

The National Warehouse Division is setting up a national coordinating committee to work out national goals and collect factual data and will work with area committees. This dual but parallel action, well coordinated, should move the entire warehouse organizing effort along at a uniform but rapid rate, the division's acting director said.

The division circulated a detailed report of its year's efforts with charts and explanations showing the value of cooperative efforts between the national office and the area conferences and in turn with the local unions. The division delegates report that they are aware of the difficulties ahead, but foresee a good year in 1955-56.

One of the most promising areas of labor union organization is in the field of public employees, John J. DeLury, New York City, secretary of the Federal, State, Municipal and Public Service Employees' National Division said in making his report. He said that a wide range of subjects within the scope of the

employee organization had been discussed. Among the findings and recommendations made by the division were:

—full participation of area conferences, conference divisions, joint councils and local unions should be sought in a stepped up organization drive.

The division also said that it would like to undertake a survey of the potential organizing field as a first step in a nation-wide effort. The delegates also agreed to request the International Union to provide space in the official journal, *THE INTERNATIONAL TEAMSTER*, at least four times a year for news and information about the division in order to help promote organizing.

The laundry and dry cleaning industries represent another area in which changing patterns of employer organization are taking place, reported Jack Williams, Los Angeles, Calif., secretary of the National Trade Division of Laundry, Linen and Dry Cleaning Drivers. Expansion of the chain type of operation is one of the most pronounced manifestations of strong employer action, he said. One of the steps being taken by the division involves a standardization of terminology in the industry which is being achieved through a general survey of local



1955 NATIONAL TRADE DIVISION CONFERENCE

General view of opening session at Palmer House, April 13 in Chicago.

unions in all parts of the country.

Some laundries are attempting to sell routes to drivers thereby removing the drivers from the protections of Social Security and other benefits. This practice follows the same pattern being attempted in the dairy industry in which milk wagon drivers buy routes and become "independent contractors." A Western Laundry Council has been formed in the Western Conference of Teamsters as an aid to organization in the 11 Western states.

The division is seeking the cooperation of other unions in asking that contracts in jobs in which uniforms or towels are furnished specify that the garments or towels be processed in a union-organized laundry employing AFL workers.

The National Truckaway & Haulaway Division report was given by Vice President James R. Hoffa who announced the recent completion of six-year agreements in the field. One of the highlights of the agreement



Lewis C. Harkins, director of the National Cannery Division, outlined substantial progress in contract negotiations in the food processing field in the last 12 months.

is the elimination of the wage differential between the North and the South by the contract with the differential wiped out in the end of the first three-year period. A pension fund is also provided with all local unions being covered by \$2 per week per man in the pension fund. Hoffa also reported that the division

was one of the most highly organized of any division in the International Brotherhood of Teamsters.

Recommendations touching both the newspaper and motion picture industries were made by delegates to the Newspaper & Magazine Drivers & Handlers, Circulation Employees, Studio, Film, Theatrical,





The 1955 National Truck Safety Check was planned at this meeting of the National Over-the-Road Division session. The campaign is set for June 5-10.



Discussion was lively as this photo shows in the Fresh Fruit, Vegetable & Produce Division meetings. Distribution changes drew major attention.



Chain operation is having a heavy influence in the laundry industry, delegates to the Laundry Division meeting reported at the trade division meetings.



Cooperation of the South and West is discussed here with Murray W. Miller, Southern Conference director, and H. L. Woxberg, Los Angeles, Calif., leading the discussion.

Radio, Television & Sound Truck Chauffeurs Division, according to Jack Goldberger, San Francisco, Calif., chairman. The delegates voted to recommend that in motion picture location work, the following shall be obtained: (a) prevailing wages and conditions of the locality shall be maintained and (b) in the locality where there are local union members of this jurisdiction who are unemployed, these members shall be given preference in hiring.

The division also recommended that in cases of trade shows and exhibitions originating in other cities, the conditions and wages of the local area shall be maintained.

The division officers were authorized to take up the matter of jurisdiction involving dockmen, platform men, and circulation employees who work under International contracts.

The highlight of the National Over-the-Road Division report was the announcement of the 1955 National Safety Truck Check, according to the report presented by Thomas E. Flynn, chairman of the Eastern Conference of Teamsters, speaking for the division. The road check will begin at midnight, Sunday, June 5 and extend until midnight the following Friday, June 10. The delegates authorized the International Office to work out the checking kits and see that all local unions have proper supplies.

The division also by vote urged the Teamsters to go on record in opposing the pending Capehart amendment to the Walsh-Healy act. By this amendment owner-operators in the trucking field would by law be considered as independent contractors and would thereby be removed from the Fair Labor Standards Act protections.

The division also urged the International to make representations against the railroads in laying pipelines along their own rights of way. The case of the Southern Pacific Railroad which is planning a line from El Paso, Tex., to Los Angeles, Calif., was cited in the division meeting. Such a line would displace some 500 tank truck drivers, the delegates were told. In addition to driver displacement the laying of pipelines parallel with rail lines is a vulnerable defense hazard.

A wide variety of topics were discussed at the National Miscellaneous Division meetings, according to William Griffin, Seattle, Wash., chairman. High on the list of discussions were vending machines. This form of merchandising is growing rapidly. Of major interest in keeping Teamster attention focussed on the vending machine situation is the use of Teamster union labels which were devised by the division. Some 50,000 of the labels have been distributed within the past year and the demand continues with a rising curve, Griffin said.

Relationship with the Retail Clerks in various situations were discussed and it was pointed out in the division meeting that the proper recognition of Teamster jurisdiction

can be useful in organization expansion. Cooperation of other Teamster trade divisions was asked in the major effort to push organization in the miscellaneous field. Overlapping in the fields of dairy and bakery distribution was cited as a situation calling for cooperation and strong mutual efforts to reach a satisfactory solution in the changing distribution picture. The problem of frozen baked goods was cited as a case which calls for special study between the Miscellaneous and Bakery Divisions.

The "have it delivered" program should be continued, the division said and reports came to the delegates to the effect that the increase of shopping centers and the employers' campaigns to "carry your

own bundle" are hurting parcel delivery. It was reported that a major sewing machine concern now has some 5,000 of its own trucks which is making delivery thereby depriving Teamsters of driver jobs.

Problems with the Kraft Company were the subject of a special committee and this situation will require action through the International office.

Definite progress is being made in the jurisdiction under the National Trade Division of Chauffeurs & Taxicab Drivers, according to Charles Pirolli, Philadelphia, Pa., division chairman. The report showed that taxicab organization is being accepted in many communities where such a step was unheard of several years ago. Many of the contracts call for a five-day week and eight-hour day with welfare and pension programs. The division was addressed by General President Beck who said that he thought great strides could be made in the taxi industry in the years ahead.

The Produce Industry is undergoing rapidly shifting methods of distribution and it appears necessary to have a full-time office working on the problem in order that local unions in the industry can be properly, fully and promptly informed, according to the report by Charles Cimino, Cleveland secretary.

Among the changes taking place is the growing practice of pre-packaging. In many cases pre-packaging is done in low wage areas outside large metropolitan centers and thence shipped into the city market outlets. The growing practice of using "factories in the fields" is likewise cutting down on produce driver employment. Some unions are adding machine packaging clauses to cope with automation.

The division is preparing to make a survey of the entire nation to obtain economic and statistical information on union and non-union activities within the jurisdiction of the industry. The delegates also urged that all four conferences establish a produce division.

The presentation of the trade division reports marked the end of official business of the 1955 National Trade Division Conference.



Two of the busiest personalities in the National Miscellaneous Division were William Hicks, Chicago, Ill., (left) secretary, and William Griffin, Seattle, Wash., chairman.



Warehouse problems were the topic of conversation of these delegates to Chicago meeting. Seated (left to right)—Joseph Bernstein, Chicago, Ill.; Harold J. Gibbons, St. Louis, Mo., and Louis Sunshine, New York City. Standing—Don Peters, Chicago, Ill.; John Greeley, Washington, D. C., and Frank Keane, Philadelphia, Pa.

PRESIDENT CALLS FOR OFFENSIVE

AN EMPHATIC call to "go on the offensive" on all fronts—national, area, state and community—was sounded by General President Dave Beck in an address to the delegates at the opening session of the annual National Trade Division Conference in Chicago last month. Mr. Beck spoke April 13 at the Palmer House where the three-day meetings of the 15 trade divisions were held.

President Beck covered a wide range of subject matter in his opening address. He appeared at the trade division general meetings and made further remarks targeted at the particular division he was addressing.

"The Teamsters' International Union is doing a good job—a fine job at every level. We are bringing benefits and service to hundreds of thousands of families in the United States and Canada. But we have got to have a positive, affirmative attitude in our work—we have to go on the offensive at every level. We have to do our job as Teamsters, of course, but we also have to do our job as citizens in the nation, in the states and in our local communities."

Mr. Beck paid high praise to the conference leadership and personnel and said that the fine success being enjoyed by the International Union is traceable to the efficient work being done in organizing down through the ranks through the area conferences, joint councils and local unions.

The conference method and the flexibility of Teamster techniques enables the union to make the most efficient use of its personnel, Mr. Beck observed, and illustrated his point by citing recent successes in which leaders from various parts of the country had been called upon to aid in special problems.

The general president commented on the changing character of commerce and industry with especial emphasis on the changing patterns



President Beck addresses conference.

of distribution. He said that no longer is merchandise being handled on a small wholesale grocery-to-corner store type of basis. We are in the age of national chains, national methods and supermarkets and we have to adapt our techniques to meet the challenges of these changing patterns. He said the conference method whereby the Teamsters could act in concert on a national basis was the best answer yet devised to meet the problems of controlled distribution.

President Beck was high in his praise for the job done in achieving a contract—the first national contract signed by Teamsters—with the Montgomery Ward organization. He said the small coordinating group, the rank and file committee and field personnel had accomplished almost a superhuman job in bringing to pass the conditions and climate necessary in which to effect a national agreement.

The necessity of operating on a national basis brings to the front, he said, problems which demand national attention at the general office level. In this connection he said that one of the early plans now being formulated is that having a strong full-time legal and legislative office in Washington, D. C. This office, he said, would coordinate its

efforts with Teamster attorneys in the field in order that the entire organization can have the benefit of expert and prompt legal service.

The great goal ahead of the Teamsters, said President Beck is "organize, organize, organize." In promoting its goal, the International is disbursing from \$55,000 to \$60,000 a month in matching funds to help organization work in the trade divisions and area conferences. He referred specifically to Canada which, he observed, is a great frontier of industrial and commercial development. He said that the General Executive Board had authorized an organizing fund of \$300,000 in Canada, with \$100,000 going to the three conferences contiguous to Canada—the Western, Central States and Eastern Conferences of Teamsters.

The recently consummated contract in the 12 central states with over-the-road and local cartage agreements pooled into a master contract is an illustration, said Mr. Beck, of cooperation and coordination. He said this pattern can be used in other areas which have not yet enjoyed the benefits of area-wide uniform contracts. He praised the personnel and leadership of the Central States Conference of Teamsters for the achievement.

Mr. Beck spoke with some emphasis on the problems of competing transportation and referred specifically to questions before the Interstate Commerce Commission. He said it "is high time" that there be named to the Commission a member who has some background in the trucking field. Mr. Beck said he was not asking that a union man or a Teamster be named, but that he strongly feels that the high place the trucking industry has in modern transportation means that someone who understands the business should be on the nation's highest regulatory body. He said that the trucking industry "has been neglected too long" in this regulatory situation.

The General President also commented on the cooperative efforts between the Teamsters and industry working through the ACT—Advisory Committee to the Trucking Industry.

During his remarks Mr. Beck discussed the importance of organizing longshoremen. He recalled the success of early organization efforts in the West and pointed out to the delegates the key position in which longshore workers are strategically placed to assist other areas in organization. He said a well coordinated organization program of longshoremen in the East and Gulf Coasts would be the greatest aid possible for all Teamster workers in the South. He drew attention to the growing importance of dock workers with the coming of the St. Lawrence Seaway which will carry a large volume of freight.

During the three-day conference

President Beck visited the various trade divisions and addressed the delegates pointing out the position and plans of the International Union with respect to the divisions to which he was speaking. Two of the divisions which will be the subject of early attention in the establishment of national offices in Washington are the Miscellaneous Division and the Dairy Division. Mr. Beck announced that William Griffin, chairman of the National Miscellaneous Division, would be in Washington shortly to open up a national coordinating office for local unions affiliated with this division.

Another division which will de-

mand early attention in the form of a coordinating office is the Dairy Division, Mr. Beck said in addressing members of the International Dairy Conference.

At both the Dairy and Miscellaneous division meetings Mr. Beck gave considerable attention to the progress in mechanization and automation. Mechanization and vending as a method of distribution offers serious challenges to dairy workers, he said. He said that the vending machine would play an increasingly heavy role in the distribution of all kinds of merchandise and the Miscellaneous local unions should be "on top" of this evolving situation.

UNION IN HEALTHY STATE—ENGLISH

THE International Brotherhood of Teamsters is in an extremely healthy state both financially and organizationally, General Secretary-Treasurer John F. English told delegates to the National Trade Division Conference in Chicago at its annual session last month. Mr. English was one of the principal speakers at the opening session April 13 in the Palmer House.

Secretary English prefaced his report on membership and finances with remarks recalling the great progress which has been made in the 50 years he has been affiliated with the Teamsters. He spoke of the many changes which have taken place in transportation and distribution since the days in which he drove a coal wagon in Boston half a century ago.

The General Secretary-Treasurer said that there had been changes in the Teamsters' Union to meet the changing conditions of transportation. He said that the union had been able to make the transition from horse and team to trucks without a hitch and he predicted that resourcefulness would likewise be able to guide the membership in meeting changing conditions today and tomorrow.

Of interest to many delegates were the remarks on the progress of the



Secretary-Treasurer English speaks.

use of the bookkeeping and record machines which are being adopted by local unions in many parts of the country. A total of 213 machines have now been ordered and of these 141 orders have been filled and this number is now operating to help make the work of local unions more efficient.

Secretary English said that all members are interested in the new Teamster Headquarters building in Washington, D. C., and he was glad to report that the new structure is being paid for on a pay-as-it-builds program.

When the trade divisions were organized on a national basis Gen-

eral President Dave Beck announced at the first annual meeting that the International Office would underwrite matching funds of the trade divisions for purposes of pushing organization work. This has been an eminently successful program, said Mr. English who reported that in 1954 a total of \$678,305 had been disbursed to Teamster groups on a matching basis. This represents a sharp boost over the \$328,760 of the previous year.

"We are proud of this matching program," said Secretary English. "We believe it represents an effective way in which our people can go forward in organization work by getting some help from the International. Our members provide the funds through their per capita tax and they deserve to be helped through this matching program."

The General Officer said that he was not trying to throw statistics at the conference, but that he was certain they wanted a report on how they stood as an organization and the answer is "fine"—a "healthy state indeed," he observed.

In reporting on the membership Secretary English said that as of the end of March, 1955, a total of 1,231,230 dues-paying members were enrolled in the International Brotherhood of Teamsters. This figure, he said, represents only those actually on the books and paying dues. It was observed at the conference that with the lag in records and in the unreported numbers in the Team-

(Continued on page 24)

Entire Central Conference of Teamsters Officer Personnel Renamed; Chairman Hoffa Reports Progress, Future Plans and 12-State Agreement.

AREA-WIDE CONTRACTS TO BE EXTENDED

A SUCCESSFUL year of activity will be followed by one of expanded organization efforts with an extension of the area-wide type of contracts, according to plans made by the Central Conference of Teamsters at Chicago last month. The annual meeting of the conference was held April 16 immediately following the conclusion of the National Trade Division Conference at the Palmer House. Approximately 450 delegates attended the Central Conference representing locals from the central states area and the central provinces of Canada.

The 1955 conference was limited to one extended general session since most of the delegates had attended the national meetings of the trade divisions. The reports of the national divisions were accepted by the delegates on behalf of the Central Conference. During this detailed session the delegates:

1. Heard reports of progress of past successes and future plans from Chairman James R. Hoffa, Detroit, Mich., and Harold J. Gibbons, St. Louis, Mo.

2. Heard General Secretary-Treasurer John F. English give reassurances of support for area conference organizing work.

3. Heard reports from David Previat, Teamster counsel, on litigation past and pending and his advice on ways and means of facing future legal difficulties.

4. Reelected officers including Secretary-Treasurer Gibbons; John T. O'Brien, Chicago, Ill., vice chairman; Gene San Soucie, recording secretary. Vice President Einar Mohn, speaking for General President Dave Beck who was called away

before the Central Conference got under way, said that Chairman Hoffa was being reappointed to head the conference. Thus the entire officer personnel was renamed for another year. Vice Presidents William Lee, Chicago; Sidney Brennan, Minneapolis, Minn., and Daniel Murphy, St. Louis, Mo., serve as ex-officio members of the conference executive board.

5. Adopted several constitutional amendments, including a change in name from the "Central States Conference of Teamsters" to the "Central Conference of Teamsters." With the organization drive on in the central provinces of Canada, the delegates felt that the name should be changed to coincide with the sectional set-up followed by the other conferences.

Chairman Hoffa presided at the general session and gave an extended report of activities during the past year. Mr. Hoffa's report was the

highlight of the conference. Emphasis was given to the success in negotiating a 12-state agreement concluded by the Central States Drivers' Council on behalf of the freight drivers and the city cartage drivers. Hoffa said that the success of the agreement represented months of work and planning by Teamsters with a full measure of cooperation by local unions and joint councils in every state. Some 4,000 over-the-road employers and 12,000 city cartage employers were involved. He pointed out that in the city agreements it was found that wages were from as low as 98 cents an hour to \$2.24 an hour with a work week up to 54 hours, many with no holidays and no welfare. Plans are under way to bring the city cartage agreements within the 40-hour week and the wages up to \$2.24 per hour by August, 1957.

Mr. Hoffa said that a successful contract had been negotiated with the "pull-out" employers; these use Teamsters who bring the cars from the factories to the auto carriers and load them. He said the differential between North and South would be eventually wiped out in the second three-year term of a six year agreement.

A highlight of achievements of the past year, said Hoffa, was the signing of an agreement with Montgomery Ward & Company. This contract covering nine mail order houses and five retail stores and two retail pool warehouses is described elsewhere in this issue.



Excellent progress during the year was reported by Central Conference of Teamsters' officers Secretary-Treasurer Harold J. Gibbons and Chairman James R. Hoffa.

Following the success of the past year in area-wide agreements, the Central Conference will move forward into other divisions. Immediate attention will be directed toward area-wide activities in the following three trade divisions of the Central Conference: Construction, Bakery and Public Warehousing. Other divisions which were cited as lending themselves to area-wide negotiations are: Dairy Products, Cold Storage Warehousing, Furniture Moving, and Major Oil Hauling and Delivery.

"Area-wide agreements have definite advantages to the employer as well as to Teamsters," Hoffa said. "Employers are finding that through one association they can comprehensively deal with the union. The mutual advantage between employer and union will become more and more evident as more area-wide agreements are negotiated."

The conference chairman commented upon the economic situation in the central area saying that in the past year there had been "substantial unemployment" and it continues in many areas.

"People who do not have a weekly pay check quickly become destitute in this day of high prices and low personal savings. So long as the automotive industry continues to push out new cars—and sell them—things are not likely to get worse. But if auto, then steel, then coal, start to cut production, the entire economy will be shocked. When goods are produced and consumed, we handle them. If they are not produced and consumed, we are out of work."

In his report to the conference, Secretary-Treasurer Gibbons drew attention to the fact that only the Central Conference does not have a per capita system. The conference voted to continue the voluntary system for another year. Gibbons also drew attention of the delegates to the research data in the report of the chairman and in the special publication of the conference *Some Notes for Trade Union Organizers*. Gibbons who is also acting director of the National Warehouse Division reported that the cooperation among the central area and the other conferences and the International had been exceptional and had helped to



General Secretary-Treasurer John F. English received a standing ovation when he addressed the Central Conference of Teamsters at Chicago last month.

account for a "great year of achievement" by members of the Central Conference of Teamsters.

A note of thanks for the cooperation between the Central Conference of Teamsters and the Southern Conference of Teamsters was sounded by Murray W. Miller, director of the latter area group. Mr. Miller pointed out that the conference method of working is paying dividends in the South. He praised Southern local members for their role in asserting economic pressure where needed and said that action by Southern Teamsters is proving

that they really mean business. He invited Central Conference members to attend sessions of the Southern Conference of Teamsters convening in Galveston, Tex., May 4.

A brief behind-the-scenes glimpse of the problems from the International's viewpoint was given by Vice President Einar Mohn who is located at the general offices in Washington, D. C. Mr. Mohn said that he had an extremely good opportunity to measure the value of area-wide cooperation and inter-area work. He paid special tribute to co-

Central Cartage Agreement

The 12-state cartage agreement was one of the outstanding achievements of the Central Conference of Teamsters. Highlights of this exceptional contract are:

- six-year contract with reopening in three years for economic items at end of third year;
- hourly rates for all drivers will reach minimum of \$2.24 by August, 1957;
- 40-hour week guaranteed by August, 1957; after 40 hours time and a half will be paid; 90 per cent of seniority list will receive guarantee;
- health and welfare insurance payments of \$2.25 per week will be paid for each employee;
- \$2.00 per week per employee will be paid into the pension fund by the employer;
- six paid holidays guaranteed;
- one week vacation after one year; two after three years; three after 12 and 4 after 20;
- union security clauses include union shop, check-off, hot cargo, picketing, inspection, and protection from unauthorized activities; if any legislation is passed invalidating any of these clauses, those sections are open to renegotiation;
- modern grievance procedure established, with right to strike to enforce provisions.

operation at every level in the recently negotiated Montgomery Ward agreement in which the Central Conference of Teamsters played the principal role.

Greetings from the newest of the area organizations were extended by Thomas E. Fynnn, director of the Eastern Conference of Teamsters. He reported on successes achieved in the last year in the Eastern States and said that one of the big jobs ahead was that of securing some uniformity in contracts for freight drivers. He said that surveys show that in the Eastern States there are at least 57 varieties of contracts.

A detailed report on the legal situation as it affects Teamsters in the Central Conference was given by David Previant, Milwaukee, Wis. Mr. Previant spelled out experiences in recent months and reported on successes of the Teamsters in the courts. He likewise gave a summary of pending litigation of significance to Teamsters in the courts and before the National Labor Relations Board.

Before closing his remarks Attorney Previant entreated the delegates to go back to their local unions and stress the importance of being literal in compliance with the provisions of the Taft-Hartley Act and other regulatory labor laws. He particularly stressed the importance of the provisions governing financial statements and their availability to the membership. He also said that it is important to follow the provisions of grievance procedure with care and he cited the case of a Teamster union now facing the necessity of paying heavy damage costs unless the decision is reversed on appeal.

"Don't get careless—that's the best advice I can give you," Previant said.

General Secretary-Treasurer English was called upon by Chairman Hoffa to speak. The veteran leader in a reminiscent mood enjoined the delegates not to forget the men and women paying the bill—the drivers, the warehouse workers, cannery workers and others. He said that the conference and all other structures are set up to serve the members. He said that he had seen the evolution of Teamster organization and he was glad to say that every



David Sark, chairman of the Public Service Division, rises to make a point during a discussion at the Central Conference session.



At the speakers' dais are shown (from left)—Vice President Thomas L. Hickey, New York City; Southern Conference Director Murray W. Miller, Dallas, Tex.; Vice President Einar Mohn, Washington, D. C., and Vice President John T. O'Brien, Chicago, Ill.

progressive step taken had been done in the interests of the membership "... and that is reflected in better hours, wages and conditions than we have ever had." He extended high praise to conference officials, including Chairman Hoffa, Secretary-Treasurer Gibbons and others

and lauded them for "working well in harness—Teamster harness."

Due to the fact that most of the delegates had participated in trade division meetings for the previous three days, the conference dispensed with further sessions of Central Conference Trade divisions.

Secretary Reports

(Continued from page 21)

sters, the total membership would probably be nearer 1,400,000. The number enrolled in 1954 was 1,195,630.

During the first quarter of 1955 a total of 50,033 initiations has been reported. This is slightly under the 1954 first quarter figure which was 52,054. Mr. English forecast that the deficit would be more than made up during the coming months.

"Both our finances and our membership totals reflect a healthy and vigorous state of the International Brotherhood of Teamsters," Mr. English said in closing. "We are strong, able and responsible and we mean to become bigger and will be able to bring the benefits of trade unionism to more and more of the unorganized in the days ahead. We have come a long way—and we are on the way to goals a great deal farther along the road."

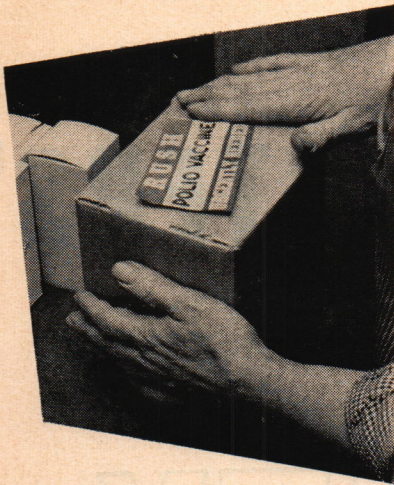


th TEAMSTERS'

**SAFETY
TRUCK
CHECK**

**JUNE
5-10**

The 1955 National Safety Truck Check will begin at midnight June 5 and extend until midnight June 10. This date was set by the National Over-the-Road Trade Division Conference at Chicago last month. Detailed information, instructions, cards and literature are being prepared under the direction of the International Office and will be mailed to joint councils and local unions well in advance of the checking period.



TEAMSTERS RUSH VITAL VACCINE

...To Points Throughout the Nation

ON the morning of April 13, the world received the word it desperately wanted to hear: "Success!"

The long-dreamed-of weapon to control, and possibly wipe out, the dread crippler, polio, had been realized. Exhaustive studies of the Salk vaccine tests made last year showed victory against polio was in clear sight.

As dramatic as the announcement of success was the electrifying speed

with which the nation set about putting its new anti-polio weapon into action.

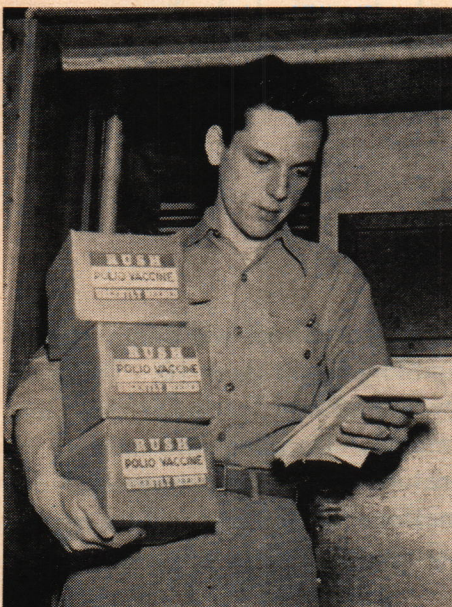
Number one problem facing authorities after the "victory announcement" was distribution. Authorities were satisfied with productive capacity, but getting the vaccine to medical centers throughout the nation posed a challenge.

In the warehouses of Parke, Davis & Co.—one of six firms licensed to

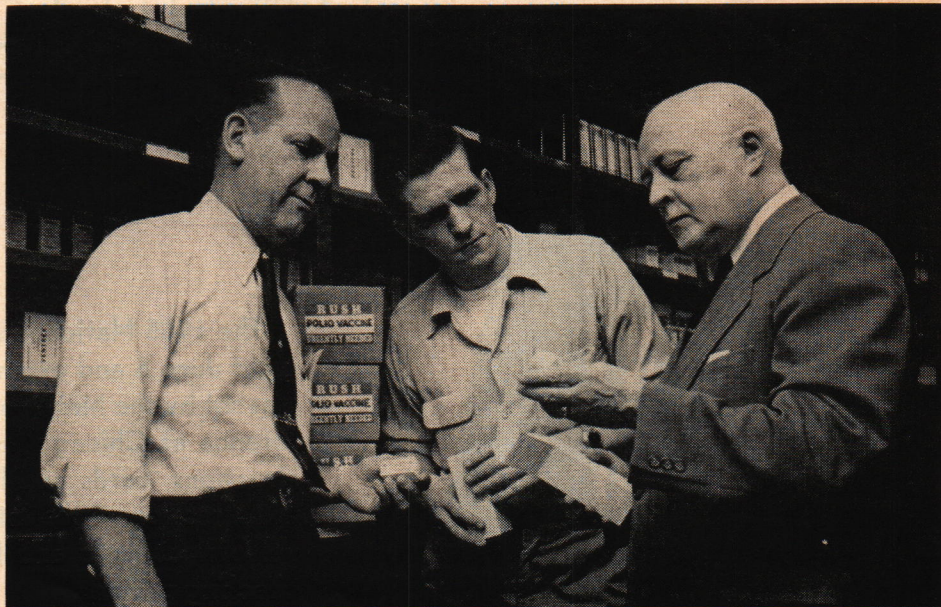


Dr. Jonas E. Salk (above) won an honored place in medical history with his dramatic discovery of a polio vaccine. He is shown in laboratory where he conducted his work.

Teamster Michael Hunt of Local Union 743, Chicago, takes an order of precious vaccine from laboratory refrigerator.



James R. Breenan (center), Teamster shop steward at Parke, Davis & Co., discusses packing of vaccine with R. J. Heldman (left), supervisor of shipping and orders, and H. E. Wilkinson, manager of the pharmaceutical firm's Chicago branch.



produce the vaccine—members of the Teamsters' Union found themselves with important roles in the great drama of medicine.

Warehousemen worked with grim speed to expedite shipments of the vaccine, anxiously awaited by parents and medical authorities around the nation.

Over-the-road and city delivery drivers were in the fast-moving drama, too, speeding the precious cargos to their destinations.

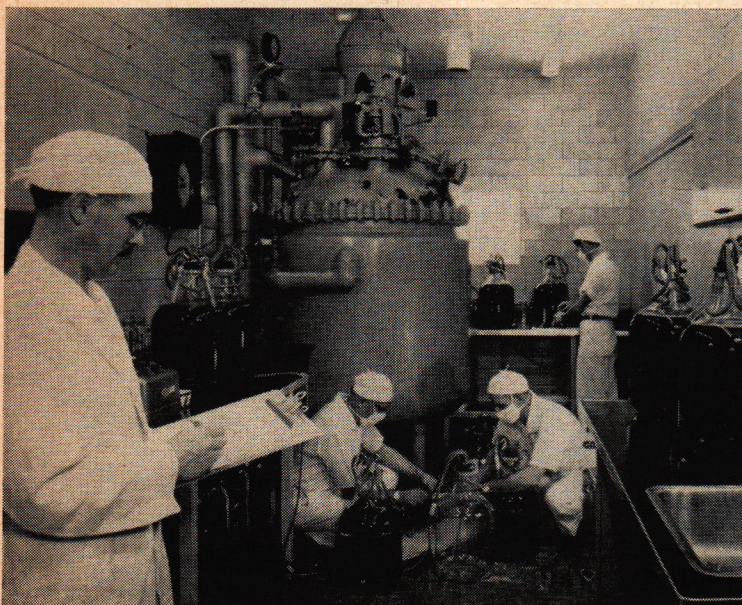
Record Time

With such cooperation and devotion at every turn, the vaccine was in the hands of doctors and health authorities in record time. Within days after the announcement that Dr. Jonas E. Salk had succeeded in his search for a vaccine, thousands of children over the nation were getting their first shots!

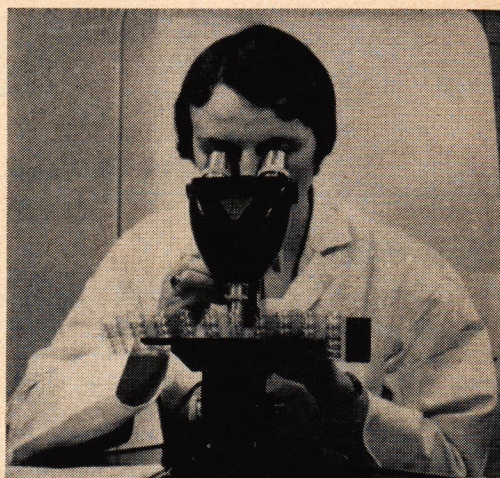
In many cases, Teamster locals and joint councils were helping members to provide the protective shots for their children.

Joint Council 13 in St. Louis, for example, arranged to give the vaccine to children of St. Louis Teamsters at the Labor Health Institute, supported by Teamsters.

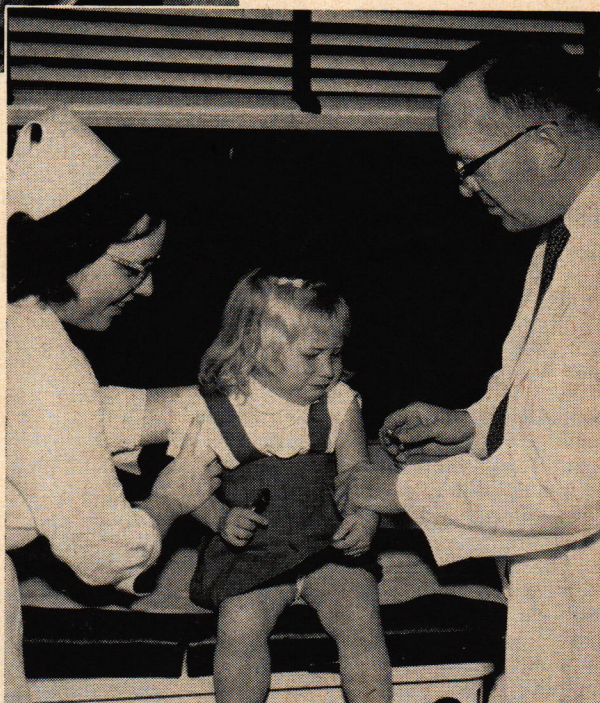
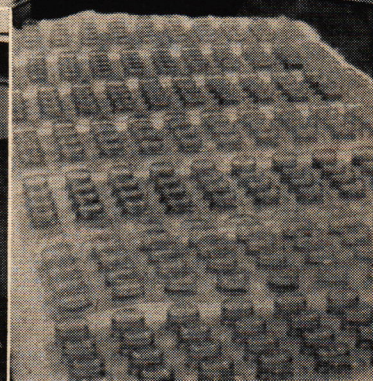
ACTUAL PRODUCTION of vaccine is shown in photo below. Workers are drawing vaccine from pooling tank into storage bottles.



CHECKING VACCINE, laboratory worker examines condition of the fluid under a microscope.



RUSH LABEL is applied to vaccine package by Teamster Peter Golabek in shipping department.



TEAMSTER JOINT Council 13 of St. Louis is making vaccine available to children of members. Diane Reuther, whose father works for a St. Louis shoe company, was among first to get vaccine at Teamster-supported Labor Health Institute.

WHAT'S NEW?

Convert Electric Drill With Nibbler Attachment

You can easily convert your electric drill into a power saw and nibbler by means of an attachment newly-announced by an Ohio firm and weighing only 1¾ pounds. Highly versatile in its application, the attachment will effectively saw wood, plastic or plaster board, will cut all metals in pipe, bar, tube, rod or sheet forms without a starting hole, or sheet metal up to 2 gauge with a ¼ inch starting hole.

Simple, Non-Mechanical Truck Reefer System

Where a high-moisture, constant temperature of 40 to 45 degrees is required in a reefer system, a non-mechanical truck refrigerator unit, requiring no maintenance, should fill the bill. Operating on the principle that warm air rises, the conditioner uses natural water-ice. The warm air is drawn from the top of the truck, circulated over the ice and forced out along the truck floor. A small fan is operated by a 6-volt DC motor connected to the truck battery, but the entire unit can be plugged into any electrical outlet and operated independently of the battery. Through the use of a packaged set which consists of a transformer, 2-way switch, plug and wiring, night hold-overs are possible.

Line of Five New Refining Products

Five new automotive refinishing products are now being marketed from Cleveland, especially designed with a wide range of advantages. The first, a primer-surfacer with controlled settling characteristics, prevents hard settling in the container or gun even when left overnight. This is said to insure more build, better hold-out and faster, easier sanding.

The second is a super-fast, non-sanding enamel primer that dries almost as rapidly as lacquer. The third, a reducer, is said to give benefits of the hot spray method with cold spray application. More film is being put on the surface being coated, yet lower pressure and less material is required.

The next of the five products makes sanding scratches disappear. It is a lacquer concentrate that insures better color matching and provides more lacquer solids on the surface with fewer passes of

the gun because of its flow qualities and pigment dispersion. The final product is a lacquer remover that is described as a "liquid sandpaper" to eliminate deep sand scratches and speed lacquer spot repairs.

Fuel Line Indicator For Diesel Engines

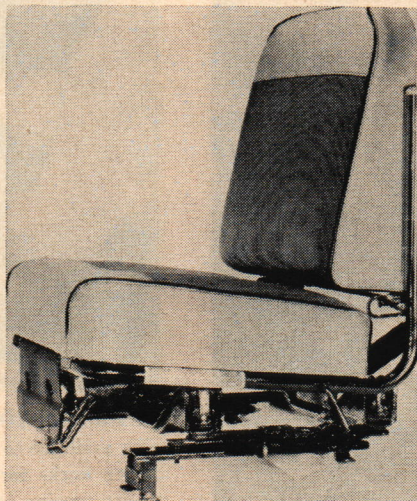
It is now possible to observe the fuel of a diesel engine while the engine is operating with a fuel line indicator designed to connect onto the fuel pump inlet. Constructed of brass surrounding a Pyrex glass tube exposed to two ports directly opposite in the brass housing, the "Liquid Eye" fuel line indicator permits any foreign substance or air entering the fuel pump to be readily seen while the engine is running.

Signal Warns of Falling Brake Pressure

ICC Regulation 193.51 is conformed with by a brake safety signal which immediately indicates falling brake air pressure. As the drop begins, a red Lucite rod starts to appear, increasing to its full length. This indicates that a minimum of 50 pounds of pressure remains. No failure of the signal is possible because it is not actuated by wires that might break or other fallible means but by the air pressure itself.

Truck Seat With Passenger Car Comfort

The manufacturer claims this is the first truck seat ever developed that guarantees truck drivers the smoothness of a passenger car ride. Shock is soaked up and erratic pitches and jolts are levelled out by the seat's rubber spring suspension system resulting in a ride motion comparable to that of late model automobiles. This seat can save drivers from ailments that develop frequently in their occupation. The bottom rod has



a calibrated gauge for adjusting tension on the springs to the weight of the individual driver, with eight adjustments possible from 100 to 275 pounds. Four inches of forward and backward motion, two inches of vertical adjustment, as well as provision for changes in seat depth, and seat and back angles are said to accommodate 99 per cent of all drivers and to permit changes in the sitting posture to reduce fatigue.

Cleaner Works on Regular Water Main

A regular water main with water pressure of 60 pounds or greater can provide a mount for a new steam cleaner which reaches working temperatures in two or three minutes, and delivers 60 gallons of hot solution (325 degrees F. inside the coils) hourly at 50 psi and up. As an added feature, the burner automatically shuts off when the valve at the cleaning nozzle is shut and comes on again the instant the nozzle control valve is opened. The cleaner employs liquid detergent which feeds direct from detergent tank to water entering the heating coil. Any chance of the coils being burned out is eliminated by the automatic shutting off of the burner if the water line is accidentally broken or if the water flow is cut off.

25 Per Cent More Power In Electric Wrench

Twenty-five per cent more power than previous models is claimed for a new rotary electric wrench by its New York manufacturer. With a ½-inch drive and weight of only 6¼ pounds, the wrench is said to meet the nut-running needs of high-compression, high-torque automotive engines. Among the jobs that the wrench can handle are drilling, driving screws, reaming, tapping, and hole sawing.

Aluminum Paint for High Heat Surfaces

All high heat metal surfaces can be simply plated now by brushing on a new aluminum paint. Able to withstand temperatures of up to 1,200 degrees F., a single coat of the application is said also to prevent rust, cracking or peeling.

Speed, Accuracy of Compression Tester

A quick, accurate reading can be made from the dial of a new compression testing unit which consists of a remote control starter extension switch with 5 feet of neoprene covered wire leads and a pressure gauge, 3 inches in diameter, reading to 200 psi. The tester is inserted in the spark plug openings and the compression reading registers on the dial.

TEAMSTER TOPICS

Officials Given Biographies

The California Teamsters' Legislative Council has produced a handsome volume containing the biographies of the Governor and other constitutional officers and members of the State Senate and Assembly.

The book is a loose-leaf portfolio with the picture on the cover of the individual officer to whom the particular book was presented. The biographical page can be changed over the years as the tenures in the various offices change due to the loose-leaf format used.

The foreword reveals the tremendous part played by each succeeding group of state officers and legislators in the progressive growth of the state from the days of the padres to the present. With the rise to eminence of the state itself, the organizations of labor have also progressed, and the workers—the members of unions—have benefited by the mutual contacts between their officials and the state officials over the years, the book proudly notes.

Vern Cannon, Teamster legislative representative, fathered the idea of the volume which has been praised both for its beauty and utility by California state officials.

Magazine Helps Member

A time-saver and safety device suggested by a driver for the Chas. Levy Circulating Co., has paid off for him with a \$100 award.

Frank Wolf, Chicago, Local 706, is the idea man behind a new sliding door which will be installed in all Levy Company trucks.

Wolf first read about the device in his union magazine, THE INTERNATIONAL TEAMSTER, and dropped his written idea into the suggestion box at the Levy Company.

The company encourages its employees to submit their own ideas for improving efficiency. Prizes are awarded for the best submitted.

Early this month Wolf was awarded \$100 for his unique plan for a sliding door on trucks.

The door slides up like a garage door, into the roof of the truck. It will save time, and help eliminate damage to the door.

Daily Guarantee

By RIDGELEY CUMMINGS,
Local 640, Los Angeles.

An empty cab just cruised the stand,
The driver horned the old beep-beep;
He's looking for a place to land,
You found a place all right—to sleep.

Your waybill's like a freight car siding,
As empty as a B-girl's look;
Potential fares are all in hiding—
Watch the meter, make the book.

The yellow box is dumbly sleeping,
You checked the phone, it's on the hook;
All down the street there's nothing creeping—
Watch the meter, make the book.

The minutes pass, you feel the time go,
The newsboy says you got it soft;
You're only eight miles from the depot,
Maybe you better deadhead off.

Just then the phone rings, that's a break,
You give your number to the girl,
Scribble the address, no mistake,
Sail round the corner in a whirl.

You park the cab at the right location,
There's baggage on the curb, you see;
Pushing a hack ain't a bad vocation
When airport trips come frequently.

Your fare gets in, your ears are cocked,
An airport load will do the trick;
"I'm only going down the block,"
The fare remarks, "My mother's sick."

Back to the stand, sixty cents richer,
Another cab has nabbed your nook;
You cruise on down to try the Statler,
Watch the meter, make the book.

Driving a cab ain't beer and skittles,
As any fool can plainly see,
But at least you won't miss out on vittles
Since the union won the guarantee.



Vice President Joseph Diviny presents California Governor Goodwin Knight his copy of Teamster-produced official biographies. From left are International Trustee Paul Jones, Gerald Shearin, Marysville; Harold Lopez, San Francisco; Al Marty, Sacramento; Erle Carter, Martinez; George Mock, International Representative; Steve Gilligan, San Francisco; Governor Knight, Vern Pankey, Oakland; Diviny; Jack Poteet, San Diego; Ted Merrill, Long Beach; Homer Woxberg, Los Angeles, and Jack Goldberger, San Francisco.



William A. Isbell, Local 600, business agent, extreme left, driver of the special truck carrying the cobalt isotope waits while workmen at the Carbon & Carbide Company, Oak Ridge, Tenn., set into place three-ton container with the highly radioactive isotope.

Teamster Messengers of Mercy

Transport Isotope to City of Hope Hospital from Oak Ridge Atomic Lab

ONE day last month, Teamster William A. Isbell of Local 600, St. Louis, Mo., pulled into Oak Ridge, Tenn., to pick up an important cargo.

The actual item to be transported was a slug of silvery metal measuring 1-inch by $\frac{1}{3}$ -inch. But the slug's "crate" was a 6,000-pound lead container.

Teamster Isbell started delivery of a cobalt isotope to the City of Hope, where the highly radioactive metal will be used in treating deep-seated cancer.

The Teamsters' Union and its

members have long been among the chief financial contributors to the labor-supported, non-sectarian sanatorium in Southern California. Teamster Isbell's mission showed that at work, too, Teamsters are helping to further the humanitarian work of the City of Hope.

Isbell moved his cargo through Cincinnati, Cleveland, Detroit, Chicago and St. Louis. In each city, his \$125,000 package was spotlighted in public ceremonies, which called attention to the important work of the City of Hope and the need for

financial support for the non-profit institution.

The cobalt "bomb" transported by the St. Louis Teamster will be one of many in use in hospitals throughout the nation. As a weapon for healing instead of killing, radioactive cobalt is one of medicine's most effective instruments for fighting deep-rooted cancer.

Slugs of the bright metal are irradiated in atomic piles of Oak Ridge, and they come out with rays as penetrating as those of radium or big X-ray machines. But cobalt "bombs" for medicine cost only a

fraction as much as radium or X-ray.

Cobalt has been a useful metal for mankind since Cleopatra's day, according to the National Geographic Society, but in recent years it has emerged as a "must" for science.

The early Egyptians used powdered cobalt to give a blue tint to pottery. Today, the high-temperature alloys of cobalt are essential to jet aircraft, rockets and missiles. Tiny, powerful magnets made with cobalt helped set off the revolution in electronics equipment a decade ago.

So, even without radioactive powers, cobalt ranks high on the nation's list of strategic materials. It sells for \$2.60 a pound at current prices.

But, after "baking" in atomic piles, cobalt becomes more than a precious metal. It is transformed into a dramatic symbol of hope for humanity. It is one of the first realizations of the promise that infinite

good to mankind can come from atom-splitting, to match the threat of destructive power.

Even though a cobalt isotope costs only a fraction of comparable radium and X-ray weapons, Teamster Isbell's "package" still was valued at \$125,000.

Science is quickening the tempo of the march against dread diseases, but the cost is still heavy, and the non-profit City of Hope is depending greatly on Teamsters and others in the labor movement to keep the march moving in behalf of suffering humanity.



Teamster officials beside the truck which carried atoms for life for City of Hope. Left to right: William Isbell, Local 600 business agent, the driver; R. R. Elder, business agent of Local 519, Knoxville; Hubert L. Payen, secretary-treasurer, Local 621, Knoxville; W. J. Reynolds, president, Local 621; Harrison Ray, secretary-treasurer, Local 519, and Albert Herling, representative of the National Medical Center.



ABOVE—Teamsters check the 6000-pound carrier with the cobalt isotope during the truck stop in Chicago. Left to right—Vice Presidents Sidney L. Brennan, Frank W. Brewster, General President Dave Beck and Ray Schoessling.



ABOVE, RIGHT—Driver William A. Isbell (with hat), and Local 600's President Charles Grogan (extreme right) check travel routing with Motorcycle Escort.



RIGHT—Joint Council 25 President Ray Schoessling pays tribute to City of Hope work as Teamster cobalt isotope truck stops at Palmer House where Teamsters were holding trade division sessions.

LAUGH LOAD

Presumption

Mrs.—Gracious, Henry, why are you lecturing Junior?

Mr.—You forgot, dear, he gets his school report tomorrow and I have to leave on this trip tonight.

★

Bad Listener

Mr. Sass—But, darling, you've been talking for half an hour and I haven't said a word.

Mrs. Sass—No, you haven't said anything—but you've been listening in a most aggravating manner, and I'm not going to stand for it.

★

The Hard Way

"Pilot to control tower! Pilot to control tower, I'm coming in. Please give me landing instructions."

"Control tower to pilot! Control tower to pilot! Why are you yelling so loud?"

"Pilot to control tower! I don't have a radio!"

★

How Much

"Now, then, young man," demanded her father irritably, when the young trucker called the tenth time, "what do you want with my daughter?"

"Wi-with her, sir? Well, you know best what you can afford."

★

Used to Hauling

Chump—Yes, I take very naturally to dancing. My business has helped me a lot.

Dolly—What is your business?

Chump—Furniture moving.

★

Brainy

A girl applied for a job as a stenographer and they gave her a spelling test. "How do you spell Mississippi?" she was asked.

"The river or the state?"

★

Going Too Far

Bride—You didn't talk that way before we were married.

Groom—What way?

Bride—You said you would go through fire and water for me, and now you refuse every time I ask you for money.

Groom—But I never said I'd go through bankruptcy for you.

★

Persistent

"Here's a book," said the agent, "which you can't afford to be without."

"I never read," answered the victim.

"Well, buy it for your children."

"I'm single—I have no family. All I have is a dog."

"Well, don't you want a nice heavy book to throw at the dog now and then?"

★

That's Rich

Bloofus—I wonder why rich folks so often marry rich folks?

Obtuscus—Because they have so much interest in common.

★

Quick Study

Tom—I hope we'll agree after we're married.

Tess—Maybe you won't at first but you'll soon learn to.

NEW ERA

(Continued from page 7)

remaining unit, the New York City retail pool is now being organized.

In each city, as soon as the elections were over, every effort was made to arrive at an agreement with the company. Negotiations in Chicago probably set an all-time record, stretching from October, 1953, to March, 1955, with no agreement on a contract.

In each case, local bargaining committees composed of Teamster officers and union members employed at Ward's did the negotiating with representatives of the national council present when needed. They reported fully and frequently to the membership, and morale remained high despite the consistent refusal of Ward's negotiators to get down to business on a contract.

In February, 1955, Hoffa and Gibbons conferred with General President Beck about the deadlock

in these negotiations, and gave him a full report on the situation. He, in turn, placed the problem on the agenda of the February Miami meeting of the General Executive Board. He convened the Board in March in Washington for a special session to thoroughly discuss the situation. The General President publicly announced that the General Executive Board authorized a strike against Montgomery Ward & Co.

This threat of a strike forced Montgomery Ward to act. Several meetings were held with the top officers of Ward's, and on March 31, 1955, the Montgomery Ward Council of the Teamsters, meeting in Chicago, heard a report on the nationwide memorandum of agreement signed by Beck and Avery.

Members of the Montgomery Ward National Committee are:

Chicago—Donald Peters, Josephine Clark, John Burrzinski, Agnes Spencer, Esther Beene, Edna Wilson, Mildred Washington, Primo Vitaoli, Al Carlson, Grant Irwin, Al Glasgow, Albino Marsico, Ed Dressen, Fred Wilburn, Frank Dolowski, Mike Polelle, Frances R. Moye, James Porter, LeRoy Christiansen and Clara Day.

Denver, Colo.—Charles Lindsay, Dorothy Sninsky, Helen Stockman, Carl Lambing and Sylvan O. VanDyke.

Baltimore, Md.—Charles J. DiGuardo, William H. Wootton, Robert Sparrow, Jr., Frances Coghill and Earl W. Maurer.

St. Paul, Minn.—Gordon R. Conklin, Dorothy Johnson and Harry T. Beck.

Fort Worth, Tex.—Walter A. Deans, Patricia Minor, Damon B. Stevens, Jack Burgess, Billie Williams and O. L. Baydstow.

Detroit, Mich.—John L. Emmert, Walter W. Metcalf and Roy Grammatico.

Oakland, Calif.—Thomas F. Connor, Earl Sandberg and William P. Fernandes.

Kansas City—Bill Ethridge, Oscar Welch and Raymond Berry.

Portland, Oreg.—Jack Estabrook. Albany, N. Y.—Charles Bub, Douglas Hooper, Fred King, Rosemary Haines and Frank Kincaid.

FIFTY YEARS AGO in our Magazine

(From *Teamster's Magazine*, May, 1905)

HORSESHOES AND SUPERSTITION

There are few objects manufactured by man about which such a great worldwide body of myth and superstition has grown up than the lowly horseshoe.

"Horseshoe superstition," if it may be called that, was a topic of the magazine for May, 1905.

According to the writer of the article, the origin of belief in "horseshoe luck" is so ancient that it has never actually been determined, with any degree of certainty. Certainly no superstition is more universal.

Ever since horses were first shod, those crescents of iron have been considered "lucky" emblems by all peoples, races and nations.

The Chinese mount them above their doors, as a charm against evil spirits, because of their close resemblance in shape to the arched body of Nagandra, the sacred snake of Chinese belief.

Ask a Turkish Mohammedan why he considers a common horseshoe a luck-bearing device and he will quickly tell you that it is because they are in the same form as a crescent—the sacred symbol of Islam.



A Polish Jew will explain that at the Passover the blood sprinkled upon the lintel and doorposts, in the manner directed by ritual, forms the principal points of an arch; hence, obviously, the value of arch-shaped talismans, such as horseshoes.

The stolid Russian peasant, on the other hand, maintains that the "luck" associated with the horseshoe is due to the metal of which it is forged, irrespective of shape; iron being traditionally a charm in Russia, powerful in nullifying the malevolent designs of evil spirits and goblins.

The Irishman accounts for his liking of the talisman by a quite different story. He will tell you that "Ironclad" or Ire-

land had its origin in this manner: The whole of the Emerald Isles were once submerged beneath the sea. Every seven years the islands would rise from the foaming waters, but only briefly. Many attempts were made to break the evil spell and induce the country to remain permanently above the surface of the sea. But to no avail. Then one day a daring adventurer hurled a horseshoe from a boat on the highest peak of Wicklow mountain, at the precise instant when it was sliding beneath the waves. The curse was at once removed. The Emerald Isles at once began to emerge from the depths of the sea. And to this day, the story concludes, Ireland has been dry land ever since.

Next door, in England, to comparatively recent times, horseshoes were used extensively as anti-witch charms. Even to this day the practice is not completely extinct. No witch, it used to be said, could enter a house over the doorway of which had been affixed a horseshoe. An ever surer safeguard was three shoes, prongs downward, mounted over the entranceway.

The origin of this English belief goes back to the ancient legend of Saint Dunstan. This versatile English ecclesiastic was a skilled farrier in his time. One day, while at work at his forge, the "evil one" entered in disguise and requested St. Dunstan to shoe his "single hoof." The Saint, although he immediately recognized his malign customer, acceded to his wish. However, he caused the devil so much pain during the operation that Satan begged the Saint to desist. This Dunstan did, but only after he had made the Evil One promise that neither he nor any of his lesser spirits would ever again molest the inmates of a dwelling upon which a horseshoe was displayed.

TRADE UNION PROGRESS

The following excellent summary of trade union progress was carried in the pages of the official magazine.

The impatient and surface observers of trade union effort and our movement often are heard to say: "Why don't the unions do this thing or that thing? Why don't they ever learn anything; and why don't they profit by the lessons of the past?"

As a matter of fact, trade unions are further advanced in the science of government, and trade unions are better

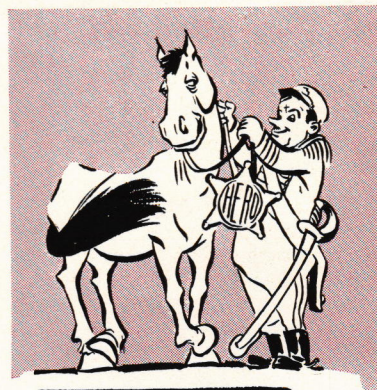
qualified for self-government than any other organization or any other body of citizens.

Nations, and the mass of citizens, never learn anything by leaps and jumps. The upward and onward march of the masses is slow and evolutionary. The mass learn by experience in all walks of life, and in all nations, and not by deductions taken from the past. The members of trade unions have made greater mental and physical progress by virtue of our association with our fellow men in our unions, than the unorganized mass has on the other hand. To organize and keep our unions alive, and make them do what we expect of them, requires thought and study, both of which lead to greater intelligence.

One trouble is that the unthinking public exacts a greater standard of intelligence and morality from the unions and unionists than they do from any other organization, regardless of what it may be. While trade unionists are human beings, drawn from the great body of humanity, we are, by association and the effort to maintain our unions, compelled to think and study, which makes us more reliant, self-controlled and better equipped for the struggle of life.

A MONUMENT TO THE HORSE

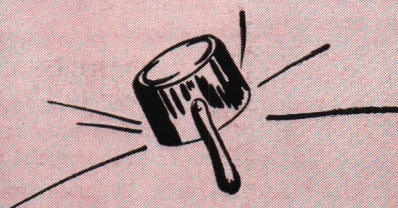
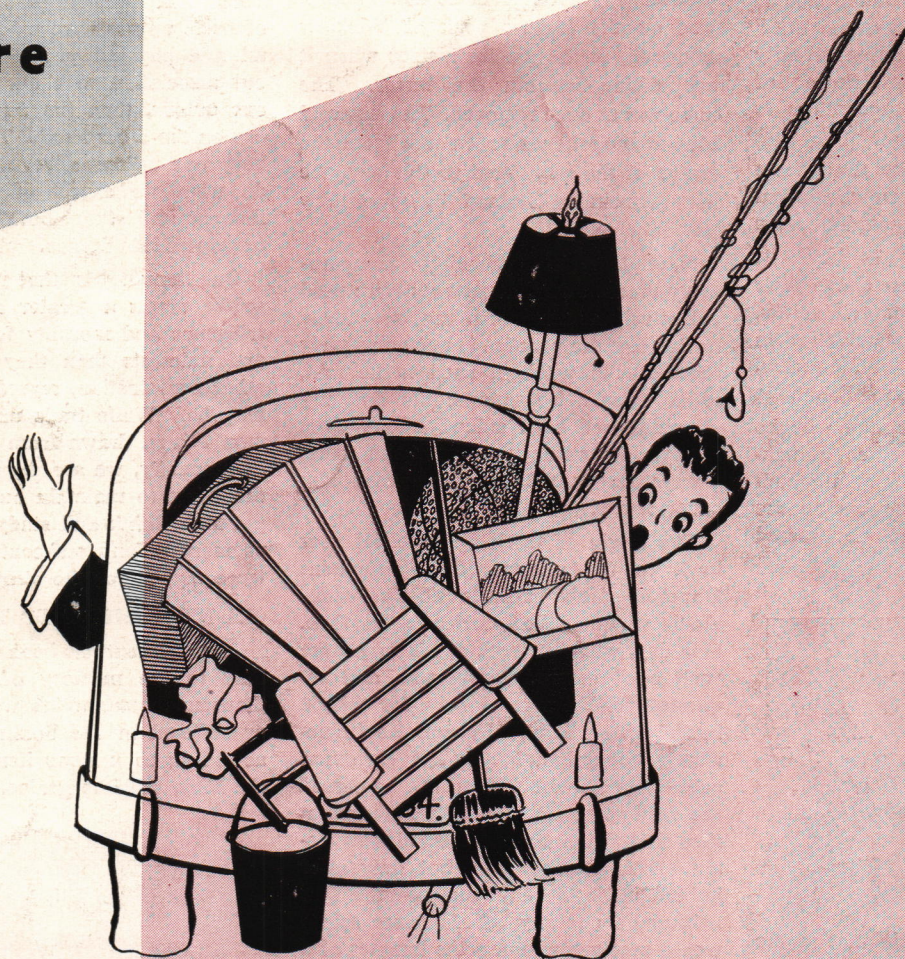
A monument has been erected in England to the memory of four hundred thousand horses which were killed, died or suffered in the South African War, according to a news item contained in the May, 1905 magazine.



The inscription on the monument reads: "In memory of the mute fidelity of the 400,000 horses killed and wounded at the call of their masters during the South African War, 1899-1902, in a cause of which they knew nothing, this monument is erected."

**"Next
Time
We'll
Hire**

... UNION MOVERS!"



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